A Study of Employee Relocation Policies Among Major U.S. Corporations

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Sponsored By: Merrill Lynch Relocation Management Inc.

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Introduction

This report contains the results of the fifteenth annual Study of Employee Relocation Policies Among Major U.S. Corporations sponsored by Merrill Lynch Relocation Management Inc. The 1987 survey covers 1986 relocation policies, and was designed and conducted during the first quarter of 1987 by Hagen Marketing Research Inc. Most of the questions in this survey were identical to those asked in last year's survey. This year new areas included incentive and marketing assistance programs. Year-to-year comparisons have been made for those questions which have been retained for a number of years.

Study Procedure

Respondents for this survey were selected from among firms in Fortune Magazine's top industrial companies plus firms in Fortune's lists of top non-industrial firms. Nearly 50% of the firms interviewed also participated in previous years.

All interviews for this study were conducted by long distance (WATS) telephone from a facility in New Jersey. Prior to conducting the full-scale study, questions were carefully pre-tested to ensure accurate results. Individuals interviewed were those who had primary responsibility for the administration of their company's policy regarding the relocation of employees. A total of 606 interviews were conducted between January 5 and February 20, 1987.

Study Objectives

The objective of this survey was to obtain information concerning employee relocation policies of major U.S. corporations in order to help those responsible for establishing, implementing and managing their companies' relocation policies.

The survey reflects responses to many specific questions which cover two general areas:

1) General Relocation Activity
The objective was to create a base of information on transfer activity. This data can serve as a point of reference from which later, more detailed information can be evaluated. In addition, current relocation policy and contemplated changes to policy were surveyed.

2) Relocation Policy and Benefit Trends
The objective was to identify, within specific categories, types of policy provisions which companies offer in order to facilitate relocation. Certain results of policy implementation are measured with regard to effectiveness and cost. Examples of provisions of policies which were surveyed are: cost-of-living, spouse assistance and group moves.

Report Presentation

The results of this study have been presented by 1) type of industry, and 2) by the number of relocated homeowners, so comparisons can easily be made. The years at the top of a chart represent the policy year (versus the year of the survey, i.e., the 1987 survey reports on 1986 policies). The Industry Groups are determined using the Fortune Magazine ranking and/or standard industrial codes as listed in Dun & Bradstreet. The "All Other" category can include companies classified as glass manufacturing, furniture manufacturing, health services, construction services, advertising agencies, etc.

Due to the difference in samples from one year to another, minor variations may be expected. Listed below are the number of respondents in each category:

Industry Group

	Number of Interviews				
	1986	1985	1984	1983	1982
Petroleum and Gas	22	24	27	30	26
Food Manufacturing and Distribution	42	50	47	51	43
Metals Manufacturing	20	13	19	18	25
Mining	5	12	4	12	14
Industrial Machinery and Equipment	59	51	63	83	88
Banking, Finance, Accounting and Insurance	89	83	69	79	79
Diversified Financial Services	25	21	24	28	*
Retailing and Wholesaling	44	38	26	22	18
Transportation	30	27	21	21	22
Public Utilities and Communication	40	31	32	26	26
Aeronautics, Space and Electronics	24	24	11	25	23
Computers, Calculators, Business Machines	15	20	18	18	22
Chemicals and Plastics	31	34	42	40	41
Pharmaceuticals and Cosmetics	20	21	25	19	24
Hardware, Appliances and Housewares	15	22	29	17	22
Wood and Paper	24	18	18	19	20
Rubber and Rubber Products	10	10	10	8	7
Textiles, Clothing and Carpeting	11	18	19	17	23
Publishing and Printing	11	10	17	12	16
Automotive Manufacturing	12	15	17	13	14
All Other	57	64	66	49	55

*New breakdown beginning in 1983

Number of Transferred Homeowners

	Number of Interviews				
	1986	1985	1984	1983	1982
Under 25	209	201	243	268	294
25-49	121	120	101	104	109
50-99	114	128	105	97	73
100-249	91	96	95	88	89
250-499	41	26	34	28	29
500 or More	22	26	21	15	14
Not Stated or Unknown	8	9	5	7	–
Total Firms Interviewed	606	606	604	607	608

Employee Transfer Experience

The average number of transfers reported by the firms in this year's survey is down slightly in comparison to the previous two years' samples (179 in 1987; 183 in 1986; and 188 in 1985).

The chart at the right shows that the greatest average number of transferred employees were in Aeronautics, Space and Electronics (455); Petroleum and Gas (442); Hardware, Appliances and Housewares (442); Transportation (323); and Business Machines (265). Companies with the fewest average number of transferred employees were in Mining (34); Publishing and Printing (58); Metals Manufacturing (61); and Industrial Machinery and Equipment (62).

This year's respondents reported a 4% decline in the average number of transfers in 1986 compared to 1985. A few industries, however, reported considerable gains. For example, companies in Food Preparation and Distribution increased their transfer activity by 17%, while those in Diversified Financial Services were up 11%, and those in Transportation were up 10% over 1985. Industries reporting declines, however, far outweighed those reporting increases including Wood and Paper (off 23%), Chemicals and Plastics (off 19%), All Other (off 18%), Rubber and Rubber Products (off 17%), Metals Manufacturing (off 14%), and Petroleum and Gas (off 11%).

Expectations for 1987

Looking ahead to 1987, 55% of the companies surveyed expected their transfer situation to remain about the same as in 1986. Eighteen percent of the companies surveyed said they will have an increase in 1987 and 27% said they will have a decrease. The number of firms anticipating an increase in transfer activity was higher than the 15% reporting this last year. The number anticipating a decrease was about the same as last year.

Average Number of Employees Transferred

	1986	1985	% Change
Food Preparation and Distribution	137	117	+17
Diversified Financial Services	141	127	+11
Transportation	323	294	+10
Hardware, Appliances, Housewares	442	428	+3
Retailing and Wholesaling	241	236	+2
Public Utilities and Communication	221	216	+2
Aeronautics, Space, Electronics	455	452	+1
Automotive Manufacturing	202	200	+1
Banking, Finance, Accounting and Insurance	106	108	−2
Pharmaceuticals and Cosmetics	253	264	−4
Textiles, Clothing and Carpeting	99	103	−4
Industrial Machinery and Equipment	62	65	−5
Mining	34	36	−6
Computers, Calculators and Business Machines	265	282	−6
Publishing and Printing	58	64	−9
Petroleum and Gas	442	495	−11
Metals Manufacturing	61	71	−14
Rubber and Rubber Products	115	138	−17
All Other	134	163	−18
Chemicals and Plastics	140	172	−19
Wood and Paper	96	124	−23
Total Average	179	187	−4

Women Employees Transferred

About 26% of the companies surveyed had no record of women employees relocated in 1986. Among companies which did keep records, the average firm transferred 9 women, and 35% transferred more than 10 women. Approximately 5% of all employees transferred by firms in 1986 were women, a figure somewhat lower than the 7% reported last year.

Industries transferring the greatest proportion of women included Mining (24% of the total transfers were women); Publishing and Printing (14% women); and Banking, Finance, Accounting, and Insurance (10% women).

Women Transfers

	1986	1985	1984	1983	1982	1981	1980	1979
Average Total Transfers	179	183	188	140	132	140	124	143
Average Total Women Transfers	9	12	11	8	7	7	6	7
% of Total Transferees Who Were Women	5	7	6	6	6	5	5	5

Homeowner Transfers

Of the 179 average number of employees transferred by companies interviewed in this survey, 106 (or 59%) were homeowners. This percentage is higher than last year's and is now at a level last seen during 1982 and 1983.

Homeowner Transfers

	1986	1985	1984	1983	1982	1981	1980	1979	1978
Average Total Transfers	179	183	188	140	132	140	124	143	157
Average Total Homeowner Transfers	106	103	107	82	79	80	82	95	101
% of Total Transferees Who Were Homeowners	59	56	57	59	60	57	66	66	64

Homeowner Transfers by Industry Group as a Percent of Total

	1986 All Transfers	1986 Homeowner Transfers	1986 Percent Homeowners
Mining	34	26	76
Chemicals and Plastics	140	105	75
Wood and Paper	96	72	75
Metals Manufacturing	61	44	72
Aeronautics, Space, Electronics	455	312	69
Petroleum and Gas	442	304	69
Automotive Manufacturing	202	138	68
Industrial Machinery and Equipment	62	40	65
Public Utilities and Communication	221	144	65
Pharmaceuticals and Cosmetics	253	161	64
Food Preparation and Distribution	137	85	62
Diversified Financial Services	141	81	57
Transportation	323	184	57
Hardware, Appliances, Housewares	442	248	56
Textiles, Clothing, Carpeting	99	54	55
Rubber and Rubber Products	115	61	53
Computers, Calculators and Business Machines	265	137	52
All Other	134	69	51
Publishing and Printing	58	24	41
Retailing and Wholesaling	241	79	33

Company Policies Regarding Transferred Employees

Formal Relocation Policies

Nearly all companies interviewed (97%) have a formal, written relocation policy. Of those with a formal policy, 60% have had their policy in effect for ten or more years (89% for five or more years). Of interest is that revisions to relocation policies are generally occurring on an ongoing basis. Thirty-eight percent of all companies with a formal policy have revised it within the last year, 73% of all companies have revised their formal policy within the last two years, and 95% within the last three years.

Reasons for revising relocation policies vary widely. The most frequently listed revisions to policy were: "keeping current" (37%), and revising policy to increase assistance on the sale of the old home (8%).

International Transfers

Of all companies surveyed, 44% said they transfer employees internationally. This represents a decrease from last year's 52%. Companies with a greater number of transferred homeowners are much more likely to transfer internationally. Top international movers are: Aeronautics, Space and Electric (78%), Business Machines (73%), and Pharmaceuticals and Cosmetics (80%).

Flexible Benefits

Although there are many approaches to flexible benefit programs, in general, employees are permitted to pick and choose among several categories of relocation benefits. Flexible relocation benefits programs existed in only 6% of companies interviewed (as noted in last year's survey). Another 9% of firms said they were considering such a program. This is down slightly from the 11% reporting they were considering a flexible benefits program last year. Of all companies surveyed, 85% reported no interest in establishing such a program.

Changes in Corporate Relocation Policy

Of all firms surveyed, 21% made changes in their relocation policy in 1986 (up from 15% of all firms last year; 17% in 1984; 18% in 1983). Of the companies which made significant changes, 18% offered a guarantee against loss program or increased reimbursements for loss on the sale of the former home. Other changes to policies included 14% who offered or increased incentives for employees to sell homes on their own, and 10% who offered or increased reimbursement of closing costs on the new home. Nineteen percent of companies which made changes developed a more limited policy. This compares with 20% with more limited policies last year, and 22% with more limited policies in 1984.

Companies Changing Policy

	1986	1985	1984	1983	1982	1981	1980	1979	1978
% of Companies Making Changes	21	15	17	18	24	33	50	34	24

Twenty-four percent of all companies surveyed said they planned to make changes to their relocation policy in 1987. As relocation volume increases, so does the percentage which anticipate a change to policy. The top three anticipated changes are: offering or liberalizing reimbursements for tax liability (13%), offering incentives to employees to sell homes on their own (12%), offering or increasing reimbursements for closing costs on the new home (10%).

Companies Planning Policy Changes

	1986	1985	1984	1983	1982	1981	1980	1979	1978
% of Companies Planning Changes	24	23	21	22	21	27	34	36	37

Administration of Relocation Policies

Seventy-three percent of all companies interviewed said the administration of their corporate relocation policy is centralized in one location. Companies transferring larger numbers of employees are much less likely to have a centralized program and more likely to have people at other offices with the responsibility for administering policy. Among the 27% of companies with decentralized administration of their relocation policy, 63% reported that personnel at other offices cannot make exceptions to their overall policy without central approval.

Exception Areas

The majority (67%) of all companies interviewed said they made exceptions to their overall relocation policy in 1986. This was down slightly from the 70% of companies who reported making exceptions to their overall policy in 1985. Fifty-five percent of these companies said they provided time extensions on temporary living (the same percentage as last year). Further, 33% of these companies granted extensions to the marketing time on old homes (down from 35%), 25% increased benefits to new hires (down from 27%), 25% offered bridge loans (up from 22%), 24% provided loss protection on the old home (the same as last year), and 23% gave time extensions on duplicate house carrying expenses (also the same as last year). Only 5% of these companies gave time extensions on MIDA payments (down from 7%), and only 10% extended home purchase assistance to renters (down from 13%).

Use of Relocation Management Firms

Of all companies surveyed, 73% said they are currently using a relocation management firm for one or more services. This was up from the 70% reporting using relocation management firms in 1985.

Respondents reported that among reasons for using a relocation management firm are: third-party purchase of home (95%), homefinding (56%), equity loans (41%), consulting (39%), and property management (33%). It was also noted that, in general, as a company's number of transferred homeowners increases, its tendency to use one or more services of a relocation company also increases.

Policies for Home Sale

Policy for Selling a Transferred Employee's Home

Ninety-eight percent of all companies provided relocated employees with some form of assistance in selling their former living quarters. Fifty-eight percent employed an outside relocation management firm or bank which offered to purchase the employee's home, 20% had a policy whereby the employee arranged for the sale of the home but was reimbursed for some or all of the home sale expense; and 20% had an in-house purchase program.

The percentage of companies using a relocation management firm or bank to purchase the transferred employee's home has leveled off after several years of significant increases in the late 1970s and early 1980s. During the same period, the percentage of companies with direct reimbursement programs declined significantly but has stabilized in recent years at the 20% level.

Policy for Selling Former Living Quarters by Number of Transferred Homeowners

	Percent of Firms Number of Transferred Homeowners				
Policy Reported	Under 25	25-49	50-99	100-249	250 or More
The company employs an outside firm or bank which offers to purchase the employee's home	48	64	66	65	63
The company offers to purchase the employee's home	22	19	17	20	24
The employee must arrange for the sale of the home but is reimbursed for some or all of the home sale expense and may or may not be guaranteed against loss on sale	29	16	15	12	13
The employee is not given any assistance or reimbursement	1	1	2	3	0
Other policies	*	0	0	0	0
Total	100	100	100	100	100

*Less than one-half of one percent

Prior to 1985, the more employees a company relocated, the more likely the company was to use a relocation firm or bank to purchase the transferred employee's former home. For the last two years, the only companies not using relocation management firms or banks to a significant degree are those which transferred less than 25 homeowners. Among this group of companies, only 48% reported using an outside firm (up from 42% last year). On the other hand, among those companies relocating more than 25 homeowners per year, the percentage using an outside firm is above the 60% level.

Inventory Time

Companies with in-house or third-party programs for purchasing transferred employees' homes were asked about the length of time these homes were in inventory in 1986. Eighteen percent of the firms responding to this question said their average home was in inventory for less than three months, 28% said their average inventory period was between three and four months, 22% said four and five months, and 32% said five months or more. The average home in the sample remained unsold for a period of 129 days. This is down somewhat from the 137 day inventory period reported by last year's sample.

Amended/Assigned Sales

Companies with in-house or third-party programs for purchasing transferred employees' homes were asked about amended or assigned sales. This is where the employee finds a buyer for the home on his or her own at a sale price equal to or higher than the company's offering price. The average company in the sample reported that 29% of the homes which they offered to purchase were amended or assigned sales (up from 26% in 1985). Because companies with greater transfer activity reported higher percentages of amended or assigned sales, it is estimated that about one-third of all homes which companies offered to purchase were amended or assigned sales.

Of all companies which offered to purchase employees' homes, 48% reported that their amended or assigned sales as a percent of regular sales has been constant. Forty-four percent reported an increase while only 8% reported a decrease.

Percent Amended/Assigned Sales

	Percent of Companies Number of Transferred Homeowners			
	Under 25	25-99	100-249	250 or More
Less than 20%	54	39	28	17
20%-49%	22	36	35	55
50% or Over	24	25	37	28
Average Percent	22.4	29.2	37.8	35.0

Loss Protection

Thirty-six percent of all companies in the sample reported they have a loss protection program to reimburse an employee for any loss on the sale of a home. In 1985 the results were roughly similar. By industry, the percentage of companies with loss protection programs range from a high of 68% in Petroleum and Gas to a low of 9% in Textiles.

Companies with a greater number of transferred homeowners are much more likely to have loss protection programs than companies with fewer transferred homeowners. For example, only 25% of the companies with less than 25 transferred homeowners reported having a loss protection program while 64% of the companies with 500 or more homeowner transfers reported having such a program.

In establishing the amount of an employee's loss, companies with loss protection programs will use a variety of methods of calculation:

In figuring the original value of the home, companies which had a loss protection program used the following standard to calculate the actual cost to their employee: original purchase price (39%), original purchase price plus cost of improvements (39%), appraised value at time of purchase (29%). Then, to arrive at a net loss figure, companies which had a loss protection program used several methods to assign a final value to a home: current appraised value (68%), actual sale price (30%), and actual sale price less closing costs (8%). (Note: Percentages will add to more than 100% because of multiple methods of calculation.)

Basis Used to Establish Loss on Sale

	Percent of Companies Offering Number of Transferred Homeowners				
	Under 25	25-99	100-249	250 or More	Total
Original Purchase Price Less					
– Current Appraised Value	23	24	26	35	26
– Actual Selling Price	8	8	10	14	11
– Amount Received from Sale	3	3	2	3	2
Original Purchase Price Plus Improvements Less					
– Current Appraised Value	15	13	28	32	21
– Actual Selling Price	8	11	18	19	13
– Amount Received from Sale	5	2	4	5	4
Appraised Value at Time of Original Purchase Less					
– Current Appraised Value	39	17	16	19	21
– Actual Selling Price	5	7	6	5	6
– Amount Received from Sale	3	0	2	5	2
Other	15	23	14	11	17

Sixty-three percent of the companies with loss protection programs said that loss protection is written into their policy (the same percent as in 1985). The remaining 37% said loss protection is offered selectively on a case-by-case basis. Close to 70% of the companies with loss protection programs reported they also reimburse employees for any income tax liability on the loss protection payment.

Incentive Programs

One-quarter of all companies interviewed reported offering incentives to encourage sales of employee homes. Companies with a greater number of transferred homeowners are more likely to have incentive programs than companies with fewer transferred homeowners. For example, only 16% of the companies transferring less than 25 homeowners have incentive programs compared to 40% of the companies transferring more than 250 or more homeowners.

Incentives are usually offered to three groups: employees (66%), real estate brokers (43%), buyers of the home (27%). Among companies which offer incentives to the employee, 44% also gross-up the incentive payment to cover the added tax liability.

Thirty-three percent of the companies which offer incentives to employees said they base the incentive on a percent of the sale price of the home, while 13% offer it as a percent of the appraised value of the home. Cash bonuses accounted for 16% of the incentives paid to employees.

Among those companies which offer incentives to real estate brokers, 50% reported they increase the commission rate they will pay based on sales time. Thirty-four percent of companies which offer incentives to brokers reported they pay either cash incentives or premiums.

For companies which offer incentives to buyers of the home, 60% will offer to pay part of the closing costs on the home (origination fees, buyer points, etc.). Another 27% pay the buyer cash allowances which can be used for repairs, decorating, or improvements, and 5% offer premiums to the buyer such as airplane tickets, free TVs, etc. Eleven percent of companies which offer incentives to buyers reported they will offer to buy down mortgages for buyers.

The length of time which companies have offered incentives to encourage sales of employee homes is roughly two years. One third of the companies, however, have had their program in effect for one year or less; an equal number have had their program in effect for five or more years.

Generally, incentive programs have been successful for those companies which offer them. Only 28% of the companies reported seeing no effect from their incentive program. On the other hand, 47% reported that more employees are selling homes on their own, 32% reported shorter sales times, and 8% reported that homes are selling for higher prices.

Incentive Programs

	% of Group	% of Companies Offering
Employee Incentives		66
% of Sale Price	33	22
% of Appraised Value	13	9
Cash Payment	16	11
Seller Costs	12	8
Other	15	10
Broker Incentives		43
Increased Commission	50	20
Cash or Premium	34	14
Other	21	8
Buyer Incentives		27
Buyer Costs	60	15
Cash Allowance or Premium	32	8
Mortgage Assistance	11	3
Other	19	5
Total Number of Companies which Offer		148

Marketing Assistance Programs

Only 23% of all companies in the sample reported offering marketing assistance to help employees sell their former homes. Of the 12 companies which offer marketing assistance, 89% reported using an outside firm for such assistance. When companies used outside firms for assistance with marketing the home, they generally used them for: developing marketing plans (79%), broker price opinions (72%), appraisals (67%), and brochure preparation (58%).

Most companies with home marketing assistance programs consider them to be fairly effective. Companies reporting the program to be ineffective totaled 11%, while 25% reported that their program was very effective.

Home Purchase Programs

Mortgage Interest Differential Allowance (MIDA)

Seventy-four percent of all companies in the survey reported that providing mortgage interest differential allowances to compensate employees for the difference between the cost of old and new mortgages was part of their policy. This is the same percent as reported in last year's survey.

Only about 23% of transferred homeowners in companies with MIDA programs received payments in 1986. Additionally, 24% of the companies with a MIDA program reported that no homeowners received MIDA payments in 1986 while 38% reported that less than 10 homeowners received MIDA payments.

Mortgage Buydowns

Twelve percent of all companies in this year's survey reported their policy included mortgage buydowns as a form of assistance. This is down somewhat from the 15% reporting a mortgage buydown policy in 1985.

About 37% of transferred homeowners in companies with buydown programs received such payments in 1986. As with MIDA payments, a number of companies reported few, if any, employees eligible for a mortgage buydown. Twenty-two percent of all companies with buydown programs reported that no employees were eligible and 31% reported that less than 10 employees were eligible.

Cost-of-Living Allowance (COLA)

Thirty-nine percent of all companies interviewed in this year's survey said they have had difficulties with employees accepting transfers into high cost-of-living areas. This is up significantly from the 27% which reported having difficulties in 1985 and the 33% which reported difficulties in 1984 and 1983.

Twenty-seven percent of all companies in this year's survey offered a cost-of-living differential allowance. This is up from the 20% reporting a COLA policy last year, and the 22% reporting a COLA policy in 1984. The main methods of calculating differences between the cost-of-living for different areas were: fixed percent for given areas (42%), difference in costs for a market basket of goods (33%), and difference in housing only (21%).

Among companies with a cost-of-living allowance policy, 48% had a policy where the employee received a salary supplement in each pay period. Forty-six percent of these companies paid the salary supplement until the employee transferred to a lower cost-of-living area, while 29% paid the salary supplement for three years. Another 25% of all companies with a COLA policy provided the employee with a lump sum payment at the time of the move while 25% provided either quarterly, semi-annual or annual payments.

Among companies with a COLA policy, 81% said they used cost-of-living statistics provided by outside sources. This is up from the 77% reporting they used outside sources in 1985. The statistics used are generally updated annually (65%) and include data for each area on the cost of a house (91%), non-mortgage housing costs such as property taxes, utilities, etc. (77%), state and local income taxes (76%), transportation costs (69%), and market basket costs of food, clothing, etc. (69%).

Thirty-one percent of companies which used cost-of-living statistics from outside sources also received international cost-of-living statistics.

Tax Adder Payments

Sixty-eight percent of all companies said they provide employees with tax adder payments to offset the tax liability on payments which may be considered income. This is up slightly from the 66% of companies which provided tax adder payments in 1985 and the 63% which provided them in 1984.

Among companies which provided tax adder payments, 67% 'grossed up' the tax adder payment to reimburse employees for the additional taxes due on the tax adder payment itself. This is the same percentage as reported in last year's study.

As previous studies have shown, firms with the largest number of transferred homeowners were more likely to reimburse for the added tax liability than firms with fewer homeowner transfers. On the other hand, there was little correlation between the number of homeowners transferred and firms which 'grossed up' tax adder payments.

Firms Reimbursing for Tax Liability on Nondeductible Expenses

Number of Homeowners Transferred	% Providing Tax Adder Payments	% Which Gross-Up Tax Adder Payments
Under 25	58	66
25-49	67	64
50-99	75	70
100-249	70	63
250-499	81	65
500 or More	91	83
Total Firms	68	67

In calculating tax adder payments, nearly all companies (77%) determined the amount reimbursed based on the employee's income or salary. Only 23% reimbursed a fixed percent of nondeductible expenses.

Among companies using the employee's income or salary, 58% based the calculation on the employee's actual or expected income including bonuses, commissions, etc. Another 27% based the calculation on the new annualized salary after transfer, and 9% based it on actual family income including that of the spouse.

Forty-eight percent of companies which provided tax adder payments based on salary calculated the payment based on standard deductions included in tax tables. This was down from the 55% of companies reporting this policy last year. Another 26% determined the actual itemized deductions for each relocated employee (up from 22%); while 12% used tables of average itemized deductions at various salary levels (up from 9%); and 14% used a flat percent of total income (the same percent as last year).

Fifty-seven percent of all firms providing tax adder payments reimbursed the employee for all applicable taxes, 34% reimbursed for the added liability on federal taxes only, and 9% reimbursed for the liability on federal and state taxes only.

Sixty-seven percent of companies providing tax adder payments also reimbursed the employee for the tax on the tax adder payment itself. Among companies which also 'grossed up' the tax adder payment, 81% calculated this reimbursement on an individual basis (up from 74% last year), and 70% reimbursed the employee for all applicable federal, state and local taxes (up from 62% last year).

Among companies providing tax adder payments, 17% said they compensated the employee for the tax liability on MIDA payments. Only 10% said they compensated the employee for the tax liability on COLA payments, and 10% compensated for any tax liability on direct mortgage assistance.

Relocation Costs and Tracking Systems

Costs to Relocate a Homeowner

In this section of the survey, a detailed analysis of the costs to relocate a homeowner was made. Costs were broken down into two categories: those costs incurred to relocate an employee (such as shipment of household goods, other trips to and from the job, sale of the home, homefinding, etc.) and timed subsidy payments made to transferred employees (including MIDA and COLA payments, mortgage assistance and tax assistance).

As in previous studies, companies interviewed were much more likely to place a dollar cost on home sale, home finding and transportation expenses than on subsidy payments. Eighty-five percent of all companies could give a dollar figure for the first expense category. Only 43% could estimate their subsidy payment costs.

In the area of home sale, home finding, and transportation expenses, the average company reported a total cost per employee of $27,630. This is essentially the same $27,380 average reported by last year's sample and the $27,250 average reported in 1984. A change has occurred with subsidy payments; among companies which offered them, payments averaged only $5,360. This represented a decrease of 28% from last year's $7,430 average and a decrease of 33% from the $8,000 average reported in 1984. Most of this decline in expenditures for subsidy payments can probably be attributed to a decrease in the number of transferred homeowners eligible for MIDA payments and direct mortgage assistance.

Average Cost to Relocate by Number of Transferred Homeowners

	Number of Transferred Homeowners			
	Under 25	25-99	100-249	250 or More
Home Sale, Home Finding and Transportation	$24,680	$27,690	$31,150	$31,070
Subsidy Payments including MIDA, COLA, Tax Adders and Mortgage Assistance	3,690	5,370	6,180	4,445
Total Cost	$28,370	$33,060	$37,330	$35,515

NOTE: Average costs for subsidy payments were adjusted to account for the 10% of firms which did not offer MIDA, COLA, or other subsidy payments.

Systems for Tracking Relocation Costs

Ninety-one percent of all companies interviewed reported that they had some form of system for tracking relocation costs. Further, 47% of all companies have a system which is either partly or totally computerized. Among companies which are using a manual system to track relocation costs, 43% said they plan to computerize their system in the next year.

Trends in Computerization

	Percent of Companies	
	1986	1985
Totally Computerized System to Track Costs	39	32
Partly or Completely Manual System	53	63
Companies Which Plan to Computerize in Next Year	19	26

Group Moves

Nineteen percent of the companies in this year's survey reported one or more group moves in 1986. This is up slightly from the 18% of companies which reported group moves in last year's survey and the 16% which reported group moves in 1984. Among companies with group move(s) in 1986, 72% said their policy for employees involved in the group move(s) was the same as their regular relocation policy. While 28% of companies reported their policy for the group moves was different from their regular policy, significantly more companies relocating under 25 homeowners reported a different policy than did those relocating more than 25 homeowners.

Industries with Most Group Moves in 1986

	# Companies Reporting Group Moves
Banking, Finance, Accounting, and Insurance	13
Transportation	9
Retailing and Wholesaling	9
Food Preparation and Distribution	9
Petroleum and Gas	9
Chemicals and Plastics	9
Total Companies Reporting Group Moves	116

Sixty-four percent of the companies with group moves in 1986 reported receiving outside assistance in either the planning or execution of the move. This is the same percentage as reported in last year's survey. Fifty-seven percent of companies with group moves said they received outside assistance in the sale of employees' former homes (up from 53% in 1985).

In addition, 44% received assistance in area orientation or home finding (down from 45%); 24% received assistance in obtaining mortgages (the same percent); 21% received cost-of-living data for the area to which employees would be moved (down from 26%); and 21% received assistance in employee communications (up from 19%). Only 10% of companies with group moves received assistance with employee surveys (the same percent as in 1985); 10% received site selection assistance (down from 11%); 16% received assistance with overall management and planning (up from 13%); and 17% received assistance with spouse counseling (the same percent as in 1985).

Fifteen percent of all companies interviewed said they plan one or more group moves in the future. This is up from the 14% which reported plans for groups moves in 1985 and the 12% which reported such plans in 1984.

Spouse Assistance

Twenty-seven percent of the companies interviewed said they offered some type of job finding assistance for working spouses of relocated employees. This was down from the 30% reporting such programs last year and 28% the previous year.

While somewhat fewer firms reported offering job finding assistance to working spouses, significantly more firms are now offering assistance that translates into an out-of-pocket cost to the company rather than informal assistance (i.e., clerical or advisory assistance). For example, 31% reported paying for resume preparation (up from 22% last year); 27% reported paying for formal counseling on how to find a job (up from 25%); 18% reported reimbursing for extra job finding trips (up from 11%); and 13% reported paying fees to employment agencies (up from 12%).

Types of Assistance Offered Working Spouses

	Percent Which Offer 1986	1985
Try to find job with other companies	57	59
Refer to employment agencies	56	58
Help prepare resumes	51	48
Informal counseling sessions	49	44
Try to find job within company	41	40
Pay for resume preparation	31	22
Pay for formal counseling on how to find a job	27	25
Reimburse for extra job finding trip	18	11
Pay fees to employment agencies	13	12
Percent of Firms Providing Assistance	27	30

Other Assistance for Transferred Employees

Househunting

Nearly all companies interviewed in this year's survey allowed for at least one househunting trip to the new location. Of the companies which provided reimbursements, the average company reimbursed for 1.7 trips. Thirty-five percent of the companies interviewed said they allowed one trip, while 48% said they reimbursed for two trips, and 10% for three or more trips. Generally, there has been little change in reimbursements for househunting trips over the past several years.

As previous studies have reported, the fewer homeowners the company transferred, the greater the number of househunting trips were allowed. The policy for companies transferring more than 250 homeowners is generally to allow one househunting trip. On the other hand, the policy for companies with fewer than 250 transferred homeowners tends more toward two trips.

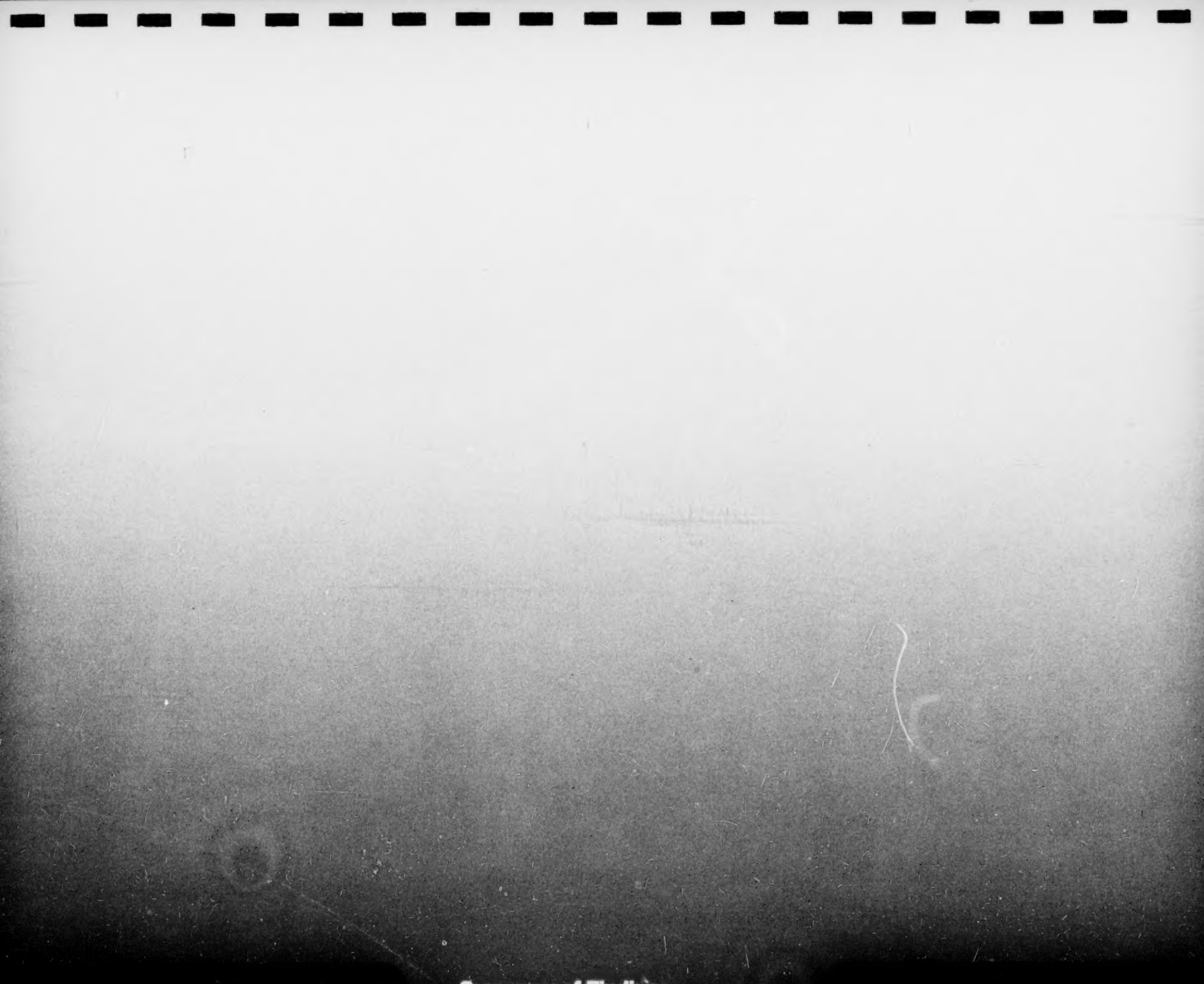
Temporary Living at the New Location

Only ten of the 606 companies interviewed said they did not reimburse the employee for temporary living at the new location. Of the companies which reimbursed for temporary living, 43% reimbursed for between 30 and 44 days, 22% reimbursed for between 60 and 74 days; and 15% reimbursed for 75 or more days. The average company in the summary reimbursed for 46.5 days. This is somewhat lower than the 49.1 days reimbursed by last year's sample.

Additional Copies of the *Policy Survey* can be obtained in two editions. The complete version, containing all tables and the summary is $100. We are also offering the summary alone for $35. You can order your copies of either edition by sending a request with your check to:

Merrill Lynch Relocation Management Inc.
Attention: Marketing Department (Survey)
4 Corporate Park Drive
White Plains, NY 10604

The Survey will be available only while supplies last.



Approximate Number of Employees Transferred During 1986

Table 1

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer	1	0	1	0	0	2	2	1	1	1	0	11
Total Answering	21	42	19	5	59	87	23	43	29	39	24	595
Number of Employees Transferred in 1986												
None	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Less Than 20	19%	21%	32%	40%	29%	26%	22%	9%	3%	10%	25%	20%
20 - 49	5%	29%	26%	20%	31%	18%	17%	7%	14%	8%	17%	18%
50 - 99	19%	10%	21%	40%	15%	20%	17%	19%	17%	31%	8%	18%
100 - 199	5%	17%	16%	0%	17%	23%	17%	19%	7%	15%	8%	17%
200 - 499	19%	19%	5%	0%	9%	7%	17%	35%	31%	23%	13%	17%
500 or More	33%	5%	0%	0%	0%	6%	9%	12%	28%	13%	29%	9%
Average # Transferred	442	137	61	34	62	106	141	241	323	221	455	179

Approximate Number of Employees Transferred During 1986

Table 1

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer	0	0	0	0	1	0	0	0	0	1	11
Total Answering	15	31	20	15	23	10	11	11	12	56	595
Number of Employees Transferred in 1986											
None	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Less Than 20	7%	26%	5%	20%	22%	20%	9%	27%	8%	25%	20%
20 - 49	13%	10%	10%	33%	30%	20%	9%	46%	8%	18%	18%
50 - 99	20%	32%	20%	13%	17%	10%	18%	0%	17%	16%	18%
100 - 199	20%	13%	15%	7%	13%	20%	55%	18%	42%	20%	17%
200 - 499	20%	16%	35%	7%	13%	30%	9%	9%	17%	16%	17%
500 or More	20%	3%	15%	20%	4%	0%	0%	0%	8%	5%	9%
Average # Transferred	265	140	253	442	96	115	99	58	202	134	179

Approximate Number of Employees Transferred During 1986

Table 1

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer	2	1	4	1	0	0	11
Total Answering	207	120	110	90	41	22	595
Number of Employees Transferred in 1986							
None	0%	0%	0%	0%	0%	0%	0%
Less Than 20	58%	0%	0%	0%	0%	0%	20%
20 - 49	32%	36%	0%	0%	0%	0%	18%
50 - 99	8%	39%	37%	0%	0%	0%	18%
100 - 199	1%	18%	50%	29%	0%	0%	17%
200 - 499	1%	6%	13%	63%	42%	0%	17%
500 or More	1%	2%	0%	8%	59%	100%	9%
Average # Transferred	25	85	119	272	530	1427	179

Number of Women Transferred in 1986

Table 2

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	9	10	2	0	14	29	7	13	8	13	6	159
Total Answering	13	32	18	5	45	60	18	31	22	27	18	447
Number of Women Transferred in 1986												
None	15%	34%	28%	40%	33%	15%	11%	7%	14%	4%	22%	21%
Less Than 5	31%	16%	56%	20%	49%	22%	28%	19%	27%	30%	17%	29%
5 - 9	8%	16%	11%	20%	9%	17%	22%	10%	9%	33%	22%	16%
10 - 14	8%	9%	6%	20%	2%	15%	6%	19%	14%	19%	17%	11%
15 - 24	8%	9%	0%	0%	2%	7%	11%	13%	5%	7%	0%	7%
25 or More	31%	16%	0%	0%	4%	25%	22%	32%	32%	7%	22%	17%
Average # Transferred	12	9	3	8	3	11	11	14	12	9	10	9

Number of Women Transferred in 1986

Table 2

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	7	7	2	5	6	4	4	2	2	9	159
Total Answering	8	24	18	10	18	6	7	9	10	48	447
Number of Women Transferred in 1986											
None	0%	38%	6%	30%	33%	33%	43%	11%	20%	19%	21%
Less Than 5	25%	29%	6%	50%	33%	33%	29%	56%	20%	33%	29%
5 - 9	13%	17%	17%	10%	11%	33%	0%	0%	40%	19%	16%
10 - 14	0%	8%	17%	0%	6%	0%	14%	11%	20%	6%	11%
15 - 24	13%	0%	17%	0%	6%	0%	0%	11%	0%	10%	7%
25 or More	50%	8%	39%	10%	11%	0%	14%	11%	0%	13%	17%
Average # Transferred	17	5	17	5	6	3	6	8	6	8	9

Number of Women Transferred in 1986

Table 2

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	26	30	33	33	18	12	159
Total Answering	183	91	81	58	23	10	447
Number of Women Transferred in 1986							
None	42%	11%	6%	2%	0%	0%	21%
Less Than 5	40%	35%	21%	10%	4%	0%	29%
5 - 9	8%	24%	22%	28%	4%	0%	16%
10 - 14	6%	10%	24%	10%	9%	0%	11%
15 - 24	2%	10%	10%	14%	0%	10%	7%
25 or More	3%	10%	17%	36%	83%	90%	17%
Average # Transferred	3	8	11	15	22	25	9

Approximate Number of Employees Transferred During 1985

Table 3

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	2	7	1	2	4	16	6	3	2	3	2	73
Total Answering	20	35	19	3	55	73	19	41	28	37	22	533
Number of Employees Transferred in 1985												
None	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Less Than 20	15%	20%	26%	33%	27%	26%	32%	12%	7%	5%	27%	20%
20 - 49	10%	31%	26%	33%	31%	21%	11%	7%	11%	14%	14%	18%
50 - 99	20%	17%	16%	33%	18%	16%	16%	20%	11%	32%	9%	20%
100 - 199	5%	9%	26%	0%	15%	23%	26%	12%	21%	19%	9%	17%
200 - 499	25%	20%	5%	0%	9%	8%	11%	39%	25%	19%	14%	17%
500 or More	25%	3%	0%	0%	0%	6%	5%	10%	25%	11%	27%	9%
Average # Transferred	495	117	71	36	65	108	127	236	294	216	452	187

Approximate Number of Employees Transferred During 1985

Table 3

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	2	4	3	1	3	0	1	1	1	9	73
Total Answering	13	27	17	14	21	10	10	10	11	48	533
Number of Employees Transferred in 1985											
None	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Less Than 20	8%	33%	6%	29%	29%	10%	10%	20%	9%	19%	20%
20 - 49	8%	7%	12%	29%	5%	30%	20%	40%	9%	15%	18%
50 - 99	15%	26%	12%	21%	38%	10%	20%	20%	27%	21%	20%
100 - 199	23%	15%	24%	7%	10%	10%	20%	10%	27%	19%	17%
200 - 499	23%	11%	29%	0%	10%	40%	30%	10%	18%	21%	17%
500 or More	23%	7%	18%	14%	10%	0%	0%	0%	9%	6%	9%
Average # Transferred	282	172	264	428	124	138	103	64	200	163	187

Approximate Number of Employees Transferred During 1985

Table 3

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	30	15	12	6	4	0	73
Total Answering	179	106	102	85	37	22	533
Number of Employees Transferred in 1985							
None	0%	0%	0%	0%	0%	0%	0%
Less Than 20	54%	7%	2%	0%	0%	0%	20%
20 - 49	34%	26%	6%	0%	0%	0%	18%
50 - 99	9%	49%	30%	5%	0%	0%	20%
100 - 199	2%	12%	48%	27%	3%	0%	17%
200 - 499	2%	6%	14%	60%	41%	14%	17%
500 or More	0%	1%	0%	8%	57%	86%	9%
Average # Transferred	27	83	119	274	519	1417	187

Expectations for Number of Transfers in 1987

Table 4

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	0	0	0	0	0	1	0	1	1	0	0	5
Total Answering	22	42	20	5	59	88	25	43	29	40	24	601
Expectations												
Increase Over 1986	5%	19%	10%	0%	17%	26%	16%	26%	10%	15%	17%	18%
Decrease Over 1986	64%	19%	35%	60%	41%	14%	24%	19%	41%	33%	29%	27%
Remain the Same as 1986	32%	62%	55%	40%	42%	60%	60%	56%	48%	53%	54%	55%

Expectations for Number of Transfers in 1987

Table 4

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	0	0	0	1	0	0	0	0	0	1	5
Total Answering	15	31	20	14	24	10	11	11	12	56	601
Expectations											
Increase Over 1986	7%	19%	15%	21%	25%	30%	27%	18%	25%	13%	18%
Decrease Over 1986	13%	19%	10%	43%	29%	30%	18%	0%	42%	27%	27%
Remain the Same as 1986	80%	61%	75%	36%	46%	40%	55%	82%	33%	61%	55%

Expectations for Number of Transfers in 1987

Table 4

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	4	0	0	0	0	0	5
Total Answering	205	121	114	91	41	22	601
Expectations							
Increase Over 1986	16%	17%	26%	12%	29%	5%	18%
Decrease Over 1986	23%	27%	30%	33%	29%	27%	27%
Remain the Same as 1986	62%	55%	44%	55%	42%	68%	55%

Number of Employees Transferred in 1986 Who were Homeowners

Table 5

	Industry											
	Petroleum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diversified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	0	1	0	0	0	2	1	1	1	0	0	8
Total Answering	22	41	20	5	59	87	24	43	29	40	24	598
Number of Homeowners Transferred in 1986												
Less Than 25	23%	37%	50%	40%	51%	45%	46%	28%	21%	18%	33%	35%
25 - 49	9%	22%	15%	40%	24%	24%	8%	23%	17%	18%	17%	20%
50 - 99	18%	17%	20%	20%	17%	17%	25%	23%	7%	30%	8%	19%
100 - 249	14%	15%	15%	0%	7%	9%	8%	23%	17%	23%	13%	15%
250 - 499	14%	7%	0%	0%	2%	5%	13%	0%	31%	5%	13%	7%
500 or More	23%	2%	0%	0%	0%	0%	0%	2%	7%	8%	17%	4%
Average # Transferred	304	85	44	26	40	57	81	79	184	144	312	106

Number of Employees Transferred in 1986 Who were Homeowners

Table 5

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	0	0	0	0	1	0	0	0	0	1	8
Total Answering	15	31	20	15	23	10	11	11	12	56	598
Number of Homeowners Transferred in 1986											
Less Than 25	20%	32%	10%	40%	39%	30%	18%	46%	8%	41%	35%
25 - 49	20%	16%	15%	27%	22%	30%	27%	46%	17%	16%	20%
50 - 99	20%	23%	20%	13%	13%	10%	46%	9%	42%	18%	19%
100 - 249	13%	23%	35%	7%	22%	30%	9%	0%	17%	18%	15%
250 - 499	27%	3%	10%	7%	4%	0%	0%	0%	8%	5%	7%
500 or More	0%	3%	10%	7%	0%	0%	0%	0%	8%	2%	4%
Average # Transferred	137	105	161	248	72	61	54	24	138	69	106

Number of Employees Transferred in 1986 Who were Homeowners

Table 5

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	0	0	0	0	0	0	8
Total Answering	209	121	114	91	41	22	598
Number of Homeowners Transferred in 1986							
Less Than 25	100%	0%	0%	0%	0%	0%	35%
25 - 49	0%	100%	0%	0%	0%	0%	20%
50 - 99	0%	0%	100%	0%	0%	0%	19%
100 - 249	0%	0%	0%	100%	0%	0%	15%
250 - 499	0%	0%	0%	0%	100%	0%	7%
500 or More	0%	0%	0%	0%	0%	100%	4%
Average # Transferred	10	35	67	147	345	992	106

Companies with a Formal, Written Relocation Policy

Table 6

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	22	42	20	5	59	89	25	44	30	40	24	606
Formal, Written Policy												
Do Have a Formal, Written Relocation Policy	100%	98%	100%	100%	95%	98%	80%	93%	100%	98%	100%	97%
Don't Have a Formal, Written Relocation Policy	0%	2%	0%	0%	5%	2%	20%	7%	0%	3%	0%	3%

Companies with a Formal, Written Relocation Policy

Table 6

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	15	31	20	15	24	10	11	11	12	57	606
Formal, Written Policy											
Do Have a Formal, Written Relocation Policy	100%	100%	100%	100%	96%	100%	100%	100%	100%	95%	97%
Don't Have a Formal, Written Relocation Policy	0%	0%	0%	0%	4%	0%	0%	0%	0%	5%	3%

Companies with a Formal, Written Relocation Policy

Table 6

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	209	121	114	91	41	22	606
Formal, Written Policy							
Do Have a Formal, Written Relocation Policy	93%	99%	98%	99%	98%	100%	97%
Don't Have a Formal, Written Relocation Policy	7%	1%	2%	1%	2%	0%	3%

Length of Time Companies have had a Formal Relocation Policy

Table 7

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total With Formal Policies	22	41	20	5	56	67	20	41	30	39	24	587
No Answer; Don't Know	0	0	1	1	1	4	1	0	0	0	0	11
Total Answering	22	41	19	4	55	83	19	41	30	39	24	576
Length of Time												
Less Than 1 Year	0%	2%	0%	0%	2%	0%	11%	5%	0%	3%	0%	1%
1 - 2 Years	5%	7%	5%	0%	6%	10%	5%	7%	3%	0%	0%	4%
3 - 4 Years	5%	7%	0%	25%	6%	11%	16%	7%	3%	0%	4%	6%
5 - 6 Years	9%	12%	32%	75%	22%	24%	5%	20%	20%	15%	13%	17%
7 - 9 Years	14%	12%	5%	0%	16%	10%	5%	15%	13%	21%	4%	12%
10 or More Years	68%	59%	58%	0%	49%	46%	58%	46%	60%	62%	79%	60%

Length of Time Companies have had a Formal Relocation Policy

Table 7

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total With Formal Policies	15	31	20	15	23	10	11	11	12	54	587
No Answer; Don't Know	0	2	0	0	0	0	0	0	1	0	11
Total Answering	15	29	20	15	23	10	11	11	11	54	576
Length of Time											
Less Than 1 Year	7%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
1 - 2 Years	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%
3 - 4 Years	0%	7%	0%	13%	0%	10%	9%	0%	9%	7%	6%
5 - 6 Years	13%	14%	20%	0%	13%	20%	27%	36%	0%	7%	17%
7 - 9 Years	13%	7%	10%	7%	13%	0%	0%	18%	27%	11%	12%
10 or More Years	67%	72%	70%	80%	74%	70%	64%	46%	64%	74%	60%

Length of Time Companies have had a Formal Relocation Policy

Table 7

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Formal Policies	195	120	112	90	40	22	587
No Answer; Don't Know	3	1	1	2	2	2	11
Total Answering	192	119	111	88	38	20	576
Length of Time							
Less Than 1 Year	2%	3%	1%	0%	0%	5%	1%
1 - 2 Years	5%	3%	3%	5%	0%	5%	4%
3 - 4 Years	8%	8%	6%	2%	5%	0%	6%
5 - 6 Years	19%	18%	20%	14%	11%	0%	17%
7 - 9 Years	15%	9%	14%	11%	8%	0%	12%
10 or More Years	52%	60%	57%	68%	76%	90%	60%

Length of Time Since Relocation Policy was Last Revised

Table 8

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total With Formal Policies	22	41	20	5	56	87	20	41	30	39	24	587
No Answer; Don't Know	0	0	0	0	0	0	1	1	0	0	0	3
Total Answering	22	41	20	5	56	87	19	40	30	39	24	584
Length of Time												
Less Than 1 Year Ago	59%	49%	15%	20%	32%	39%	26%	50%	43%	44%	33%	38%
1 - 2 Years Ago	32%	22%	55%	40%	36%	40%	42%	30%	43%	33%	29%	35%
3 or More Years Ago	5%	17%	25%	20%	29%	15%	26%	18%	10%	21%	38%	22%
Has Never Been Revised	5%	12%	5%	20%	4%	6%	5%	3%	3%	3%	0%	5%

Length of Time Since Relocation Policy was Last Revised

Table 8

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total With Formal Policies	15	31	20	15	23	10	11	11	12	54	587
No Answer; Don't Know	0	0	0	0	0	0	0	0	1	0	3
Total Answering	15	31	20	15	23	10	11	11	11	54	584
Length of Time											
Less Than 1 Year Ago	27%	32%	45%	20%	30%	60%	9%	36%	46%	43%	38%
1 - 2 Years Ago	53%	32%	25%	40%	39%	20%	64%	18%	27%	24%	35%
3 or More Years Ago	20%	32%	25%	33%	26%	20%	27%	46%	27%	26%	22%
Has Never Been Revised	0%	3%	5%	7%	4%	0%	0%	0%	0%	7%	5%

Length of Time Since Relocation Policy was Last Revised

Table 8

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Formal Policies	195	120	112	90	40	22	587
No Answer; Don't Know	0	0	1	0	1	1	3
Total Answering	195	120	111	90	39	21	584
Length of Time							
Less Than 1 Year Ago	35%	44%	32%	49%	36%	48%	38%
1 - 2 Years Ago	27%	32%	43%	36%	49%	33%	35%
3 or More Years Ago	29%	21%	24%	14%	13%	14%	22%
Has Never Been Revised	9%	3%	1%	1%	3%	5%	5%

Reason for Revising Relocation Policy

Table 9

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Have Revised	21	36	19	4	54	82	18	40	29	38	24	559
No Answer; Don't Know	1	0	0	0	6	3	1	3	1	3	0	27
Total Answering	20	36	19	4	48	79	17	37	28	35	24	532
Reasons for Revising Policy												
To Keep Current	20%	39%	42%	25%	29%	32%	29%	32%	36%	40%	42%	37%
To Stay Competitive	10%	6%	5%	0%	10%	5%	6%	5%	11%	0%	13%	6%
To Clarify Our Policy	15%	3%	5%	25%	6%	9%	0%	3%	4%	9%	8%	6%
To Reduce or Cut Costs	10%	8%	0%	0%	8%	5%	0%	3%	11%	3%	4%	5%
Wrote a Formal Policy	0%	3%	0%	0%	4%	1%	6%	3%	0%	0%	0%	1%
To Combine Policies	0%	3%	5%	0%	2%	4%	6%	3%	7%	3%	0%	4%
To be More Flexible	0%	0%	0%	0%	2%	1%	0%	3%	0%	0%	0%	1%
Changed MIDA Payments	0%	8%	0%	0%	6%	6%	6%	0%	0%	9%	13%	5%
Added or Changed Relo-cation Service Firm	0%	8%	11%	0%	8%	8%	6%	11%	0%	3%	4%	6%

Reason for Revising Relocation Policy (Con't)

Table 9 (Con't)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Increased Assistance on Sale of Old Home	15%	14%	16%	0%	8%	8%	18%	8%	11%	11%	8%	8%
Increased Assistance for Purchase of New Home	5%	3%	0%	0%	6%	4%	0%	8%	4%	3%	4%	5%
Added or Liberalized Reimbursements for Tax Liability	0%	0%	0%	0%	4%	5%	0%	5%	4%	6%	8%	4%
Made Policy More Liberal for New Hires	0%	0%	0%	0%	2%	0%	0%	3%	4%	0%	0%	1%
Increased Miscel-laneous Allowances	0%	0%	0%	0%	0%	4%	0%	5%	4%	6%	13%	4%
Increased Unspecified Benefits	0%	3%	5%	25%	4%	6%	0%	5%	4%	11%	4%	4%
Made Minor Changes	0%	3%	0%	0%	2%	3%	12%	3%	0%	3%	0%	3%
Decreased Our Benefits	15%	3%	5%	0%	4%	4%	12%	5%	4%	0%	13%	6%
Policy Being Revised Now	0%	0%	0%	0%	2%	3%	0%	3%	0%	3%	0%	2%
All Other Reasons	15%	6%	5%	25%	4%	6%	0%	14%	14%	11%	0%	7%

Reason for Revising Relocation Policy

Table 9

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Have Revised	15	30	19	14	22	10	11	11	12	50	559
No Answer; Don't Know	2	1	0	1	2	0	0	0	1	2	27
Total Answering	13	29	19	13	20	10	11	11	11	48	532
Reasons for Revising Policy											
To Keep Current	46%	48%	53%	31%	20%	50%	18%	73%	46%	42%	37%
To Stay Competitive	0%	3%	11%	8%	5%	0%	0%	0%	9%	6%	6%
To Clarify Our Policy	15%	0%	5%	0%	5%	0%	0%	0%	0%	8%	6%
To Reduce or Cut Costs	8%	0%	0%	0%	0%	0%	9%	0%	9%	4%	5%
Wrote a Formal Policy	8%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
To Combine Policies	0%	3%	5%	15%	5%	10%	18%	0%	0%	2%	4%
To be More Flexible	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Changed MIDA Payments	0%	7%	0%	15%	10%	10%	9%	0%	0%	2%	5%
Added or Changed Relo-cation Service Firm	0%	0%	11%	0%	10%	10%	27%	0%	9%	2%	6%

Reason for Revising Relocation Policy (Con't)

Table 9 (Con't)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Increased Assistance on Sale of Old Home	0%	10%	0%	0%	5%	0%	0%	0%	0%	6%	8%
Increased Assistance for Purchase of New Home	0%	3%	5%	8%	15%	0%	0%	0%	0%	10%	5%
Added or Liberalized Reimbursements for Tax Liability	8%	7%	5%	15%	10%	0%	0%	9%	0%	2%	4%
Made Policy More Liberal for New Hires	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Increased Miscel-laneous Allowances	8%	7%	5%	15%	10%	0%	0%	0%	18%	0%	4%
Increased Unspecified Benefits	8%	0%	5%	0%	0%	10%	0%	0%	0%	2%	4%
Made Minor Changes	8%	14%	0%	0%	10%	0%	9%	9%	0%	0%	3%
Decreased Our Benefits	8%	10%	5%	0%	0%	10%	9%	0%	0%	13%	6%
Policy Being Revised Now	0%	0%	0%	8%	0%	0%	0%	9%	18%	0%	2%
All Other Reasons	0%	3%	0%	8%	15%	0%	0%	0%	0%	13%	7%

Reason for Revising Relocation Policy

Table 9

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Have Revised	178	116	111	89	38	21	559
No Answer; Don't Know	14	6	3	3	1	0	27
Total Answering	164	110	108	86	37	21	532
Reasons for Revising Policy							
To Keep Current	35%	42%	36%	33%	43%	24%	37%
To Stay Competitive	7%	5%	7%	7%	5%	0%	6%
To Clarify Our Policy	8%	5%	3%	6%	5%	14%	6%
To Reduce or Cut Costs	7%	2%	5%	5%	3%	5%	5%
Wrote a Formal Policy	3%	2%	0%	0%	0%	0%	1%
To Combine Policies	2%	4%	4%	6%	8%	0%	4%
To be More Flexible	0%	2%	1%	0%	0%	0%	1%
Changed MIDA Payments	4%	3%	7%	5%	5%	14%	5%
Added or Changed Relocation Service Firm	6%	7%	9%	2%	3%	5%	6%

Reason for Revising Relocation Policy (Con't)

Table 9 (Con't)

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Increased Assistance on Sale of Old Home	9%	5%	7%	11%	5%	19%	8%
Increased Assistance for Purchase of New Home	5%	3%	5%	8%	0%	10%	5%
Added or Liberalized Reimbursements for Tax Liability	6%	5%	3%	5%	0%	10%	4%
Made Policy More Liberal for New Hires	0%	2%	0%	0%	3%	0%	1%
Increased Miscellaneous Allowances	3%	3%	5%	6%	5%	5%	4%
Increased Unspecified Benefits	4%	6%	2%	4%	8%	5%	4%
Made Minor Changes	2%	4%	5%	4%	3%	0%	3%
Decreased Our Benefits	6%	6%	3%	9%	3%	14%	6%
Policy Being Revised Now	2%	1%	4%	0%	0%	5%	2%
All Other Reasons	6%	7%	7%	8%	11%	10%	7%

Companies which Transfer Employees Internationally

Table 10

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	1	1
Total Answering	22	42	20	5	59	89	25	44	30	40	23	605
International Transfers												
Do Transfer Employees Internationally	59%	45%	30%	20%	61%	32%	36%	18%	40%	13%	78%	44%
Do not Transfer Employees Internationally	41%	55%	70%	80%	39%	69%	64%	82%	60%	88%	22%	56%

Companies which Transfer Employees Internationally

Table 10

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	1
Total Answering	15	31	20	15	24	10	11	11	12	57	605
International Transfers											
Do Transfer Employees Internationally	73%	58%	80%	73%	29%	50%	36%	18%	67%	53%	44%
Do not Transfer Employees Internationally	27%	42%	20%	27%	71%	50%	64%	82%	33%	47%	56%

Companies which Transfer Employees Internationally

Table 10

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	1	0	0	0	0	0	1
Total Answering	208	121	114	91	41	22	605
International Transfers							
Do Transfer Employees Internationally	28%	36%	53%	59%	73%	77%	44%
Do not Transfer Employees Internationally	72%	64%	47%	41%	27%	23%	56%

Companies with Formal Flexible (or Cafeteria Style) Benefit Programs for Transferred Employees

Table 11

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	1	0	2	0	0	3	0	1	1	1	0	13
Total Answering	21	42	18	5	59	86	25	43	29	39	24	593
Flexible Benefit Program for Transferred Employees												
Company Does Have a Flexible Benefit Program	10%	5%	6%	0%	3%	11%	12%	9%	7%	3%	4%	6%
Company Does not Have a Flexible Benefit Program but is Considering One	10%	2%	17%	0%	9%	13%	8%	9%	21%	8%	8%	9%
Company Does not Have and is not Considering One	81%	93%	78%	100%	88%	77%	80%	81%	72%	90%	88%	85%

Companies with Formal Flexible (or Cafeteria Style) Benefit Programs for Transferred Employees

Table 11

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	1	0	0	1	0	0	0	0	0	2	13
Total Answering	14	31	20	14	24	10	11	11	12	55	593
Flexible Benefit Programs for Transferred Employees											
Company Does Have a Flexible Benefit Program	14%	7%	5%	0%	0%	0%	9%	0%	8%	2%	6%
Company Does not Have a Flexible Benefit Program but is Considering One	7%	3%	10%	7%	8%	10%	0%	0%	8%	9%	9%
Company Does not Have and is not Considering One	79%	90%	85%	93%	92%	90%	91%	100%	83%	89%	85%

Companies with Formal Flexible (or Cafeteria Style) Benefit Programs for Transferred Employees

Table 11

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	4	3	3	0	2	1	13
Total Answering	205	118	111	91	39	21	593
Flexible Benefit Programs for Transferred Employees							
Company Does Have a Flexible Benefit Program	5%	5%	7%	3%	18%	5%	6%
Company Does not Have a Flexible Benefit Program but is Considering One	9%	8%	6%	14%	8%	10%	9%
Company Does not Have and is not Considering One	86%	87%	87%	82%	74%	86%	85%

Companies which made Changes to their Policy for Assisting Transferred Employees in 1986

Table 12

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	0	0	0	0	1	1	0	0	0	0	0	2
Total Answering	22	42	20	5	58	88	25	44	30	40	24	604
Companies Making Changes												
Have Made Changes	46%	26%	20%	40%	19%	19%	12%	25%	27%	35%	21%	21%
Have not Made Changes	55%	74%	80%	60%	81%	81%	88%	75%	73%	65%	79%	79%

Companies which made Changes to their Policy for Assisting Transferred Employees in 1986

Table 12

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	2
Total Answering	15	31	20	15	24	10	11	11	12	57	604
Companies Making Changes											
Have Made Changes	7%	23%	25%	7%	13%	20%	0%	0%	25%	18%	21%
Have not Made Changes	93%	77%	75%	93%	88%	80%	100%	100%	75%	83%	79%

Companies which made Changes to their Policy for Assisting Transferred Employees in 1986

Table 12

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	1	0	1	0	0	0	2
Total Answering	208	121	113	91	41	22	604
Companies Making Changes							
Have Made Changes	15%	20%	21%	28%	20%	68%	21%
Have not Made Changes	85%	80%	79%	73%	81%	32%	79%

Changes made to Policy in 1986

Table 13

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Made Changes	10	11	4	2	11	17	3	11	8	14	5	128
No Answer; Don't Know	0	1	0	0	0	0	1	0	0	0	1	3
Total Answering	10	10	4	2	11	17	2	11	8	14	4	125
Changes												
Offered or Increased Guarantee Against Loss	70%	10%	25%	0%	9%	18%	0%	0%	25%	21%	0%	18%
Offered or Increased Incentives for Employees to Sell Homes on Their Own	10%	20%	25%	0%	18%	12%	0%	9%	38%	14%	0%	14%
Offered or Increased Reimbursement of Closing Costs on New Home	10%	10%	25%	0%	9%	0%	0%	18%	13%	14%	0%	10%
Offered or Increased Reimbursement of Other Home Sale Costs	0%	20%	0%	50%	9%	0%	0%	9%	13%	14%	0%	7%
Developed or Changed Entire Policy	10%	0%	0%	0%	9%	0%	50%	9%	0%	7%	0%	4%

Changes made to Policy in 1986 (Con't)

Table 13 (Con't)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Hired or Changed Re-location Service Firm	0%	20%	25%	0%	9%	6%	0%	0%	0%	0%	0%	4%
Offered or Increased Equity Loans	0%	10%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%
Offered or Increased MID Allowance	0%	0%	0%	0%	9%	0%	0%	0%	0%	14%	0%	4%
Offered or Increased Cost of Living Allow-ance	0%	0%	0%	0%	0%	6%	0%	0%	0%	14%	0%	5%
Offered or Increased Temporary Living Allowances	0%	0%	25%	0%	0%	0%	0%	0%	0%	0%	0%	4%
Offered or Increased Allowances for House Hunting Trips	0%	0%	0%	0%	0%	0%	0%	0%	13%	0%	0%	2%
Offered or Increased Miscellaneous Expense Allowance	0%	10%	0%	0%	0%	18%	0%	0%	0%	7%	0%	6%
Offered or Liberal-ized Reimbursements for Tax Liability	0%	0%	0%	0%	0%	12%	0%	9%	0%	0%	0%	4%

Changes made to Policy in 1986 (Con't)

Table 13 (Con't)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Offered or Liberal-ized Mortgage Assistance Program	0%	10%	0%	0%	0%	12%	0%	0%	0%	7%	25%	6%
Offered or Increased Spouse Assistance Program	0%	0%	0%	0%	0%	6%	0%	0%	13%	0%	0%	2%
More Liberal Policy (Unspecified)	0%	0%	0%	0%	9%	0%	0%	0%	0%	0%	0%	2%
Liberalized Policy to Cover More Employees or New Hires	0%	0%	0%	0%	0%	0%	0%	18%	0%	7%	0%	3%
Have a More Limited Policy	20%	0%	0%	50%	18%	24%	50%	36%	25%	0%	75%	19%
Other Changes	0%	20%	0%	0%	0%	0%	0%	9%	0%	7%	0%	5%

Changes made to Policy in 1986

Table 13

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Made Changes	1	7	5	1	3	2	0	0	3	10	128
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	3
Total Answering	1	7	5	1	3	2	0	0	3	10	125
Changes											
Offered or Increased Guarantee Against Loss	0%	14%	20%	0%	33%	0%	0%	0%	0%	10%	18%
Offered or Increased Incentives for Employees to Sell Homes on Their Own	0%	29%	0%	0%	0%	0%	0%	0%	0%	20%	14%
Offered or Increased Reimbursement of Closing Costs on New Home	0%	14%	0%	0%	33%	0%	0%	0%	0%	10%	10%
Offered or Increased Reimbursement of Other Home Sale Costs	0%	0%	0%	0%	0%	0%	0%	0%	0%	10%	7%
Developed or Changed Entire Policy	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%

Changes made to Policy in 1986 (Con't)

Table 13 (Con't)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Hired or Changed Re-location Service Firm	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%
Offered or Increased Equity Loans	0%	0%	20%	0%	33%	0%	0%	0%	67%	0%	4%
Offered or Increased MID Allowance	0%	0%	0%	0%	33%	0%	0%	0%	0%	10%	4%
Offered or Increased Cost of Living Allow-ance	0%	0%	0%	0%	0%	50%	0%	0%	33%	10%	5%
Offered or Increased Temporary Living Allowances	100%	0%	0%	0%	0%	50%	0%	0%	0%	20%	4%
Offered or Increased Allowances for House Hunting Trips	0%	0%	0%	0%	33%	0%	0%	0%	0%	0%	2%
Offered or Increased Miscellaneous Expense Allowance	0%	0%	20%	0%	0%	0%	0%	0%	33%	10%	6%
Offered or Liberal-ized Reimbursements for Tax Liability	0%	14%	0%	0%	0%	50%	0%	0%	0%	0%	4%

Changes made to Policy in 1986 (Con't)

Table 13 (Con't)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Offered or Liberal-ized Mortgage Assistance Program	0%	29%	0%	0%	0%	0%	0%	0%	0%	0%	6%
Offered or Increased Spouse Assistance Program	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	2%
More Liberal Policy (Unspecified)	0%	0%	20%	0%	0%	0%	0%	0%	0%	0%	2%
Liberalized Policy to Cover More Employees or New Hires	0%	0%	0%	0%	0%	0%	0%	0%	33%	0%	3%
Have a More Limited Policy	0%	14%	0%	0%	0%	0%	0%	0%	0%	40%	19%
Other Changes	0%	0%	20%	0%	0%	0%	0%	0%	0%	10%	5%

Changes made to Policy in 1986

Table 13

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Made Changes	32	24	24	25	8	15	128
No Answer; Don't Know	0	1	0	1	0	1	3
Total Answering	32	23	24	24	8	14	125
Changes							
Offered or Increased Guarantee Against Loss	9%	9%	17%	21%	25%	43%	18%
Offered or Increased Incentives for Employees to Sell Homes on Their Own	6%	22%	17%	13%	13%	21%	14%
Offered or Increased Reimbursement of Closing Costs on New Home	13%	4%	17%	8%	13%	0%	10%
Offered or Increased Reimbursement of Other Home Sale Costs	13%	0%	8%	8%	13%	0%	7%
Developed or Changed Entire Policy	6%	9%	0%	4%	0%	0%	4%

Changes made to Policy in 1986 (Con't)

Table 13 (Con't)

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Hired or Changed Relocation Service Firm	3%	9%	0%	4%	13%	0%	4%
Offered or Increased Equity Loans	3%	0%	4%	8%	0%	7%	4%
Offered or Increased MID Allowance	3%	4%	4%	4%	0%	7%	4%
Offered or Increased Cost of Living Allowance	0%	0%	13%	8%	0%	7%	5%
Offered or Increased Temporary Living Allowances	3%	0%	4%	8%	13%	0%	4%
Offered or Increased Allowances for House Hunting Trips	0%	0%	4%	4%	0%	0%	2%
Offered or Increased Miscellaneous Expense Allowance	6%	9%	0%	8%	13%	7%	6%
Offered or Liberalized Reimbursements for Tax Liability	3%	9%	8%	0%	0%	0%	4%

Changes made to Policy in 1986 (Con't)

Table 13 (Con't)

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Offered or Liberalized Mortgage Assistance Program	6%	0%	8%	8%	0%	7%	6%
Offered or Increased Spouse Assistance Program	0%	0%	8%	4%	0%	0%	2%
More Liberal Policy (Unspecified)	3%	4%	0%	0%	0%	0%	2%
Liberalized Policy to Cover More Employees or New Hires	6%	0%	4%	0%	0%	7%	3%
Have a More Limited Policy	31%	2[illegible]%	4%	13%	13%	21%	19%
Other Changes	0%	4%	13%	0%	25%	0%	5%

Companies which Anticipate making Changes to their Policy for Assisting Transferred Employees in 1987

Table 14

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	22	42	20	5	59	89	25	44	30	40	24	606
Companies Anticipating Changes												
Do Anticipate Making Changes	36%	26%	20%	0%	17%	32%	20%	14%	33%	23%	38%	24%
Do not Anticipate Making Changes	50%	71%	75%	100%	80%	65%	80%	80%	60%	75%	63%	73%
Don't Know	14%	2%	5%	0%	3%	3%	0%	7%	7%	3%	0%	3%

Companies which Anticipate making Changes to their Policy for Assisting Transferred Employees in 1987

Table 14

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer	0	0	0	0	0	0	0	0	0	0	0
Total Answering	15	31	20	15	24	10	11	11	12	57	606
Companies Anticipating Changes											
Do Anticipate Making Changes	20%	19%	40%	33%	25%	10%	0%	9%	42%	19%	24%
Do not Anticipate Making Changes	80%	81%	55%	67%	71%	90%	91%	91%	58%	79%	73%
Don't Know	0%	0%	5%	0%	4%	0%	9%	0%	0%	2%	3%

Companies which Anticipate making Changes to their Policy for Assisting Transferred Employees in 1987

Table 14

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer	0	0	0	0	0	0	0
Total Answering	209	121	114	91	41	22	606
Companies Anticipating Changes							
Do Anticipate Making Changes	17%	22%	26%	28%	37%	50%	24%
Do not Anticipate Making Changes	81%	75%	69%	68%	61%	41%	73%
Don't Know	2%	3%	4%	4%	2%	9%	3%

Anticipated Changes to Policy

Table 15

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Anticipating Changes	8	11	4	0	10	28	5	6	10	9	9	146
No Answer; Don't Know	1	1	0	0	0	1	1	1	1	0	2	11
Total Answering	7	10	4	0	10	27	4	5	9	9	7	135
Anticipated Changes												
Offering or Liberal-izing Reimbursements for Tax Liability	14%	10%	0%	0%	30%	11%	0%	0%	0%	22%	0%	13%
Considering Incentives for Employees to Sell Homes on Their Own	0%	30%	50%	0%	0%	11%	50%	0%	11%	11%	14%	12%
Offering or Increasing Closing Costs on New Home	14%	0%	0%	0%	0%	26%	0%	20%	11%	0%	14%	10%
Offering or Liberal-izing Guarantee Against Loss Program	43%	0%	0%	0%	0%	11%	25%	20%	11%	0%	29%	10%
Offering or Increasing Equity Loans	0%	0%	0%	0%	0%	0%	0%	0%	0%	11%	0%	4%
Offering or Increasing MID Allowance	0%	0%	0%	0%	0%	4%	0%	0%	0%	11%	0%	2%

Anticipated Changes to Policy (Con't)

Table 15 (Con't)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Offering or Increasing Cost of Living Allow-ance	0%	0%	0%	0%	0%	0%	0%	0%	11%	11%	0%	5%
Offering or Liberal-izing In-House Pur-chase Program	0%	0%	0%	0%	0%	4%	50%	0%	0%	0%	29%	4%
Offering or Increasing Temporary Living Allowances	0%	10%	0%	0%	0%	4%	0%	20%	11%	0%	0%	5%
Offering or Increasing Allowances for Ship-ment of Household Goods	0%	0%	0%	0%	0%	0%	0%	0%	0%	11%	0%	2%
Offering or Increasing Miscellaneous Expense Allowances	14%	0%	0%	0%	0%	11%	0%	20%	0%	0%	0%	7%
Considering Hiring or Changing a Relocation Service Firm	0%	10%	0%	0%	20%	0%	0%	0%	0%	0%	14%	4%
Offering or Liberal-izing Mortgage Assistance Program	0%	20%	25%	0%	10%	0%	0%	20%	11%	11%	0%	6%

Anticipated Changes to Policy (Con't)

Table 15 (Con't)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Offering or Liberal-izing Spouse Assis-tance	0%	10%	0%	0%	0%	0%	25%	40%	0%	0%	0%	7%
Offering or Increasing Reimbursements of Other Home Sale Costs	0%	10%	0%	0%	0%	0%	0%	0%	11%	0%	0%	3%
Considering More Liberal Reimbursements (Unspecified)	0%	10%	0%	0%	0%	4%	0%	0%	0%	0%	0%	3%
Considering Covering More Employees or New Hires	0%	0%	0%	0%	0%	7%	0%	0%	0%	11%	0%	4%
Considering Flexible Benefit Program	14%	0%	0%	0%	0%	0%	0%	0%	0%	11%	0%	2%
Decreasing Our Assistance	0%	30%	25%	0%	0%	15%	0%	0%	22%	11%	14%	11%
All Other Changes	0%	10%	0%	0%	10%	11%	0%	0%	11%	11%	0%	10%
Under Discussion Now; Policy Changes not Finalized	0%	0%	0%	0%	10%	11%	0%	0%	11%	0%	0%	6%
Don't Know Yet	29%	0%	0%	0%	20%	0%	0%	0%	11%	0%	0%	6%

Anticipated Changes to Policy

Table 15

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Anticipating Changes	3	6	8	5	6	1	0	1	5	11	146
No Answer; Don't Know	1	1	0	0	0	0	0	0	0	1	11
Total Answering	2	5	8	5	6	1	0	1	5	10	135
Anticipated Changes											
Offering or Liberalizing Reimbursements for Tax Liability	0%	20%	25%	0%	33%	100%	0%	0%	0%	10%	13%
Considering Incentives for Employees to Sell Homes on Their Own	0%	0%	13%	20%	0%	0%	0%	0%	20%	0%	12%
Offering or Increasing Closing Costs on New Home	0%	0%	13%	0%	17%	0%	0%	0%	0%	10%	10%
Offering or Liberalizing Guarantee Against Loss Program	0%	0%	0%	20%	0%	0%	0%	0%	20%	0%	10%
Offering or Increasing Equity Loans	50%	0%	0%	20%	0%	0%	0%	0%	20%	20%	4%
Offering or Increasing MID Allowance	0%	0%	0%	0%	0%	0%	0%	0%	0%	10%	2%

Anticipated Changes to Policy (Con't)

Table 15 (Con't)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Offering or Increasing Cost of Living Allowance	0%	20%	25%	0%	17%	0%	0%	0%	20%	0%	5%
Offering or Liberalizing In-House Purchase Program	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%
Offering or Increasing Temporary Living Allowances	0%	0%	0%	0%	0%	0%	0%	0%	40%	10%	5%
Offering or Increasing Allowances for Shipment of Household Goods	0%	20%	0%	0%	0%	0%	0%	0%	20%	0%	2%
Offering or Increasing Miscellaneous Expense Allowances	0%	20%	0%	0%	17%	0%	0%	0%	0%	20%	7%
Considering Hiring or Changing a Relocation Service Firm	0%	20%	0%	0%	0%	0%	0%	0%	20%	0%	4%
Offering or Liberalizing Mortgage Assistance Program	0%	0%	0%	0%	17%	0%	0%	0%	0%	0%	6%

Anticipated Changes to Policy (Con't)

Table 15 (Con't)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Offering or Liberalizing Spouse Assistance	0%	40%	13%	0%	17%	0%	0%	0%	20%	10%	7%
Offering or Increasing Reimbursements of Other Home Sale Costs	0%	0%	13%	0%	17%	0%	0%	0%	0%	0%	3%
Considering More Liberal Reimbursements (Unspecified)	0%	0%	13%	20%	0%	0%	0%	0%	0%	0%	3%
Considering Covering More Employees or New Hires	0%	0%	0%	0%	17%	0%	0%	0%	0%	10%	4%
Considering Flexible Benefit Program	0%	0%	0%	0%	0%	0%	0%	0%	0%	10%	2%
Decreasing Our Assistance	0%	0%	0%	0%	17%	0%	0%	0%	20%	10%	11%
All Other Changes	50%	0%	0%	20%	17%	0%	0%	0%	20%	20%	10%
Under Discussion Now; Policy Changes not Finalized	0%	20%	0%	20%	0%	0%	0%	100%	0%	0%	6%
Don't Know Yet	0%	0%	13%	0%	17%	0%	0%	0%	20%	0%	6%

Anticipated Changes to Policy

Table 15

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Anticipating Changes	35	27	30	25	15	11	146
No Answer; Don't Know	1	4	3	2	0	0	11
Total Answering	34	23	27	23	15	11	135
Anticipated Changes							
Offering or Liberalizing Reimbursements for Tax Liability	12%	17%	7%	22%	7%	9%	13%
Considering Incentives for Employees to Sell Homes on Their Own	6%	13%	15%	22%	7%	9%	12%
Offering or Increasing Closing Costs on New Home	9%	13%	7%	9%	20%	0%	10%
Offering or Liberalizing Guarantee Against Loss Program	3%	9%	7%	13%	20%	18%	10%
Offering or Increasing Equity Loans	6%	0%	11%	0%	0%	9%	4%
Offering or Increasing MID Allowance	0%	4%	0%	9%	0%	0%	2%

Anticipated Changes to Policy (Con't)

Table 15 (Con't)

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Offering or Increasing Cost of Living Allowance	0%	9%	7%	4%	0%	18%	5%
Offering or Liberalizing In-House Purchase Program	6%	0%	0%	0%	13%	9%	4%
Offering or Increasing Temporary Living Allowances	3%	4%	11%	4%	0%	0%	5%
Offering or Increasing Allowances for Shipment of Household Goods	0%	4%	7%	0%	0%	0%	2%
Offering or Increasing Miscellaneous Expense Allowances	3%	9%	0%	13%	13%	0%	7%
Considering Hiring or Changing a Relocation Service Firm	3%	4%	4%	0%	20%	0%	4%
Offering or Liberalizing Mortgage Assistance Program	3%	4%	7%	9%	7%	9%	6%

Anticipated Changes to Policy (Con't)

Table 15 (Con't)

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Offering or Liberalizing Spouse Assistance	3%	9%	19%	9%	0%	0%	7%
Offering or Increasing Reimbursements of Other Home Sale Costs	0%	0%	7%	9%	0%	0%	3%
Considering More Liberal Reimbursements (Unspecified)	3%	4%	0%	4%	7%	0%	3%
Considering Covering More Employees or New Hires	9%	4%	4%	0%	0%	0%	4%
Considering Flexible Benefit Program	0%	4%	4%	4%	0%	0%	2%
Decreasing Our Assistance	15%	13%	4%	9%	13%	18%	11%
All Other Changes	12%	9%	15%	13%	0%	0%	10%
Under Discussion Now; Policy Changes not Finalized	15%	0%	7%	0%	0%	9%	6%
Don't Know Yet	6%	0%	7%	9%	0%	18%	6%

Whether the Administration of Company's Relocation Policy is Centralized or Decentralized

Table 16

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	0	2	0	0	0	0	2	0	0	0	0	5
Total Answering	22	40	20	5	59	89	23	44	30	40	24	601
Administration of Policy												
Centralized in One Location	64%	78%	80%	60%	71%	81%	78%	80%	73%	70%	42%	73%
Decentralized With People at Other Offices Who Also Administer Policy	36%	23%	20%	40%	29%	19%	22%	21%	27%	30%	58%	27%

Whether the Administration of Company's Relocation Policy is Centralized or Decentralized

Table 16

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	1	0	0	0	0	0	0	0	0	0	5
Total Answering	14	31	20	15	24	10	11	11	12	57	601
Administration of Policy											
Centralized in One Location	64%	61%	55%	73%	83%	80%	73%	91%	83%	70%	73%
Decentralized With People at Other Offices Who Also Administer Policy	36%	39%	45%	27%	17%	20%	27%	9%	17%	30%	27%

Whether the Administration of Company's Relocation Policy is Centralized or Decentralized

Table 16

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	2	3	0	0	0	0	5
Total Answering	207	118	114	91	41	22	601
Administration of Policy							
Centralized in One Location	81%	70%	72%	74%	59%	32%	73%
Decentralized With People at Other Offices Who Also Administer Policy	19%	30%	28%	26%	42%	68%	27%

Whether Personnel at Other Offices can make Exceptions to Policy in Companies with Decentralized Administration of Relocation Policy

Table 17

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total With Decentral-ized Administration	8	9	4	2	17	17	5	9	8	12	14	164
No Answer; Don't Know	0	1	0	0	0	1	0	0	0	0	0	4
Total Answering	8	8	4	2	17	16	5	9	8	12	14	160
Whether Personnel at Other Offices Can Make Exceptions												
Personnel at Other Offices Can Make Exceptions	0%	38%	0%	50%	35%	38%	20%	33%	13%	25%	50%	37%
Personnel Cannot Make Exceptions Without Central Approval	100%	63%	100%	50%	65%	63%	80%	67%	88%	75%	50%	63%

Whether Personnel at Other Offices can make Exceptions to Policy in Companies with Decentralized Administration of Relocation Policy

Table 17

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total With Decentralized Administration	5	12	9	4	4	2	3	1	2	17	164
No Answer; Don't Know	0	1	1	0	0	0	0	0	0	0	4
Total Answering	5	11	8	4	4	2	3	1	2	17	160
Whether Personnel at Other Offices Can Make Exceptions											
Personnel at Other Offices Can Make Exceptions to Policy	60%	27%	50%	25%	25%	100%	0%	100%	100%	65%	37%
Personnel Cannot Make Exceptions Without Central Approval	40%	73%	50%	75%	75%	0%	100%	0%	0%	35%	63%

Whether Personnel at Other Offices can make Exceptions to Policy in Companies with Decentralized Administration of Relocation Policy

Table 17

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Decentralized Administration	39	35	32	24	17	15	164
No Answer; Don't Know	0	3	1	0	0	0	4
Total Answering	39	32	31	24	17	15	160
Whether Personnel at Other Offices Can Make Exceptions							
Personnel at Other Offices Can make Exceptions to Policy	36%	38%	36%	33%	47%	33%	37%
Personnel Cannot Make Exceptions Without Central Approval	64%	63%	65%	67%	53%	67%	63%

Areas in which Companies made Exceptions to their Overall Relocation Policy in 1986

Table 18

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	1	1	1	0	2	2	2	1	1	0	0	15
Total Answering	21	41	19	5	57	87	23	43	29	40	24	591
Exception Areas												
Time Extensions on Temporary Living	52%	61%	58%	40%	53%	54%	57%	54%	52%	60%	58%	55%
Extension of Marketing Time on Old Home	38%	20%	32%	0%	23%	37%	35%	40%	38%	40%	42%	33%
Increased Benefits to New Hires	14%	22%	26%	40%	25%	16%	35%	21%	28%	28%	46%	25%
Offering Bridge Loans	5%	20%	26%	0%	35%	18%	30%	19%	21%	23%	29%	25%
Providing Loss Protection on the Old Home	43%	17%	26%	0%	26%	22%	13%	30%	24%	20%	42%	24%
Time Extensions on Duplicate House Carrying Costs	19%	20%	11%	20%	19%	25%	22%	26%	10%	15%	33%	23%

Areas in which Companies made Exceptions to their Overall Relocation Policy in 1986 (Con't)

Table 18 (Con't)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Extending Home Purchase Assistance to Renters	0%	10%	5%	0%	12%	12%	17%	9%	7%	5%	8%	10%
Time Extensions on MIDA Payments	0%	0%	0%	0%	7%	6%	4%	2%	0%	5%	17%	5%
Increased Other Allowances Above Limits of Policy	5%	0%	11%	0%	7%	3%	0%	2%	3%	5%	0%	4%
All Other Exceptions	5%	2%	0%	0%	2%	1%	0%	2%	7%	0%	4%	2%
Made no Exceptions to Policy	33%	32%	37%	40%	33%	36%	30%	35%	31%	25%	29%	33%

Areas in which Companies made Exceptions to their Overall Relocation Policy in 1986

Table 18

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	0	2	1	0	0	1	0	0	0	0	15
Total Answering	15	29	19	15	24	9	11	11	12	57	591
Exception Areas											
Time Extensions on Temporary Living	60%	45%	58%	40%	42%	44%	73%	55%	67%	58%	55%
Extension of Marketing Time on Old Home	20%	35%	26%	27%	29%	11%	46%	46%	33%	35%	33%
Increased Benefits to New Hires	7%	24%	32%	20%	33%	11%	18%	0%	25%	35%	25%
Offering Bridge Loans	20%	21%	21%	27%	25%	33%	55%	36%	25%	35%	25%
Providing Loss Protection on the Old Home	20%	17%	32%	27%	25%	22%	9%	9%	25%	26%	24%
Time Extensions on Duplicate House Carrying Costs	27%	24%	26%	20%	13%	0%	18%	46%	25%	40%	23%

Areas in which Companies made Exceptions to their Overall Relocation Policy in 1986 (Con't)

Table 18 (Con't)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Extending Home Purchase Assistance to Renters	13%	7%	21%	7%	8%	22%	0%	0%	17%	18%	10%
Time Extensions on MIDA Payments	0%	7%	0%	7%	4%	0%	0%	9%	8%	7%	5%
Increased Other Allowances Above Limits of Policy	20%	0%	0%	0%	4%	11%	9%	0%	8%	4%	4%
All Other Exceptions	0%	0%	0%	0%	4%	0%	0%	9%	0%	2%	2%
Made no Exceptions to Policy	27%	48%	37%	47%	38%	44%	18%	36%	25%	26%	33%

Areas in which Companies made Exceptions to their Overall Relocation Policy in 1986

Table 18

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	6	1	3	2	2	0	15
Total Answering	203	120	111	89	39	22	591
Exception Areas							
Time Extensions on Temporary Living	39%	64%	53%	71%	67%	68%	55%
Extension of Marketing Time on Old Home	21%	37%	23%	53%	51%	59%	33%
Increased Benefits to New Hires	17%	23%	23%	42%	31%	41%	25%
Offering Bridge Loans	22%	31%	20%	30%	28%	18%	25%
Providing Loss Protection on the Old Home	17%	17%	25%	39%	41%	36%	24%
Time Extensions on Duplicate House Carrying Costs	16%	26%	18%	38%	26%	36%	23%

Areas in which Companies made Exceptions to their Overall Relocation Policy in 1986 (Con't)

Table 18 (Con't)

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Extending Home Purchase Assistance to Renters	8%	12%	13%	12%	10%	9%	10%
Time Extensions on MIDA Payments	4%	5%	5%	6%	3%	5%	5%
Increased Other Allowances Above Limits of Policy	3%	6%	5%	1%	8%	0%	4%
All Other Exceptions	2%	3%	0%	1%	5%	9%	2%
Made no Exceptions to Policy	48%	26%	35%	18%	15%	9%	33%

Companies Currently Using Relocation Firms for One or More Services

Table 19

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	0	0	0	0	0	0	0	1	0	0	0	2
Total Answering	22	42	20	5	59	89	25	43	30	40	24	604
Use Relocation Firm												
Company Does Use	86%	69%	70%	100%	81%	64%	48%	74%	77%	80%	83%	73%
Company Does not Use	14%	31%	30%	0%	19%	36%	52%	26%	23%	20%	17%	27%

Companies Currently Using Relocation Firms for One or More Services

Table 19

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	1	2
Total Answering	15	31	20	15	24	10	11	11	12	56	604
Use Relocation Firm											
Company Does Use	73%	65%	90%	73%	63%	90%	82%	73%	92%	71%	73%
Company Does not Use	27%	36%	10%	27%	38%	10%	18%	27%	8%	29%	27%

Companies Currently Using Relocation Firms for One or More Services

Table 19

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	2	0	0	0	0	0	2
Total Answering	207	121	114	91	41	22	604
Use Relocation Firm							
Company Does Use	60%	78%	80%	82%	88%	86%	73%
Company Does not Use	40%	22%	20%	18%	12%	14%	27%

Services Provided by Relocation Firms which Companies Use

Table 20

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Using Relocation Firms	19	29	14	5	48	57	12	32	23	32	20	443
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	1
Total Answering	19	29	14	5	48	57	12	32	23	32	20	442
Services Used												
Home Sale (Third Party Purchase)	100%	93%	93%	100%	98%	95%	92%	94%	91%	97%	100%	95%
Home Finding	47%	66%	36%	60%	60%	56%	75%	63%	74%	53%	45%	56%
Equity Loans	37%	48%	64%	60%	40%	28%	42%	41%	65%	47%	25%	41%
Consulting	63%	48%	43%	60%	38%	30%	42%	41%	57%	41%	50%	39%
Property Management	42%	45%	50%	20%	29%	35%	50%	34%	35%	31%	10%	33%
Group Move Assistance	42%	31%	29%	40%	25%	16%	50%	19%	30%	28%	30%	27%
Mortgage Financing	21%	31%	21%	20%	27%	18%	25%	16%	13%	22%	25%	20%
Transportation	11%	24%	14%	20%	17%	26%	17%	19%	4%	13%	20%	15%
Other Services	0%	0%	0%	0%	0%	0%	0%	6%	4%	3%	5%	2%

Services Provided by Relocation Firms which Companies Use

Table 20

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Using Relocation Firms	11	20	18	11	15	9	9	8	11	40	443
No Answer; Don't Know	0	1	0	0	0	0	0	0	0	0	1
Total Answering	11	19	18	11	15	9	9	8	11	40	442
Services Used											
Home Sale (Third Party Purchase)	91%	95%	100%	91%	93%	89%	100%	100%	91%	95%	95%
Home Finding	64%	42%	44%	46%	60%	33%	67%	38%	82%	55%	56%
Equity Loans	46%	42%	33%	46%	47%	56%	44%	13%	27%	40%	41%
Consulting	27%	47%	28%	27%	13%	56%	33%	0%	36%	40%	39%
Property Management	36%	42%	33%	36%	27%	44%	22%	13%	27%	20%	33%
Group Move Assistance	55%	26%	28%	36%	13%	44%	11%	13%	9%	25%	27%
Mortgage Financing	27%	16%	6%	18%	20%	22%	33%	0%	9%	18%	20%
Transportation	18%	5%	11%	0%	20%	11%	11%	0%	9%	10%	15%
Other Services	9%	0%	0%	0%	0%	0%	0%	0%	0%	5%	2%

Services Provided by Relocation Firms which Companies Use

Table 20

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Using Relocation Firms	125	94	91	75	36	19	443
No Answer; Don't Know	1	0	0	0	0	0	1
Total Answering	124	94	91	75	36	19	442
Services Used							
Home Sale (Third Party Purchase)	97%	92%	97%	96%	92%	100%	95%
Home Finding	41%	61%	65%	61%	64%	58%	56%
Equity Loans	37%	46%	43%	36%	47%	42%	41%
Consulting	33%	49%	43%	29%	53%	32%	39%
Property Management	32%	30%	35%	29%	42%	32%	33%
Group Move Assistance	13%	21%	30%	25%	58%	63%	27%
Mortgage Financing	19%	23%	22%	13%	19%	26%	20%
Transportation	17%	16%	14%	16%	14%	5%	15%
Other Services	2%	0%	3%	3%	3%	0%	2%

Company's Overall Policy for Disposing of a Transferred Employee's Former Living Quarters

Table 21

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	22	42	20	5	59	89	25	44	30	40	24	606
Company Policy												
The Company Offers to Purchase the Home and Bears Some or All Home Sale Expenses	23%	21%	20%	20%	12%	33%	28%	7%	17%	20%	13%	20%
The Company Employs an Outside Relocation Firm or Bank to Purchase the Home	73%	55%	65%	80%	63%	53%	40%	66%	60%	75%	50%	58%
The Employee Must Arrange for the Sale of the Home but is Reimbursed for Some or All Home Sale Expenses	5%	24%	15%	0%	25%	12%	24%	23%	23%	5%	38%	20%
The Employee is Given no Assistance or Reimbursement in the Sale of the Home	0%	0%	0%	0%	0%	1%	8%	5%	0%	0%	0%	2%
Other Policies	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%

Company's Overall Policy for Disposing of a Transferred Employee's Former Living Quarters

Table 21

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	15	31	20	15	24	10	11	11	12	57	606
Company Policy											
The Company Offers to Purchase the Home and Bears Some or All Home Sale Expenses	7%	23%	40%	0%	38%	40%	27%	9%	17%	9%	20%
The Company Employs an Outside Relocation Firm or Bank to Purchase the Home	47%	61%	55%	60%	42%	60%	46%	46%	75%	60%	58%
The Employee Must Arrange for the Sale of the Home but is Reimbursed for Some or All Home Sale Expenses	40%	16%	5%	40%	21%	0%	27%	46%	0%	26%	20%
The Employee is Given no Assistance or Reimbursement in the Sale of the Home	7%	0%	0%	0%	0%	0%	0%	0%	8%	5%	2%
Other Policies	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Company's Overall Policy for Disposing of a Transferred Employee's Former Living Quarters

Table 21

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	209	121	114	91	41	22	606
Company Policy							
The Company Offers to Purchase the Home and Bears Some or All Home Sale Expenses	22%	19%	18%	20%	24%	23%	20%
The Company Employs an Outside Relocation Firm or Bank to Purchase the Home	48%	64%	66%	65%	61%	68%	58%
The Employee Must Arrange for the Sale of the Home but is Reimbursed for Some or All Home Sale Expenses	29%	16%	15%	12%	15%	9%	20%
The Employee is Given no Assistance or Reimbursement in the Sale of the Home	1%	2%	2%	3%	0%	0%	2%
Other Policies	1%	0%	0%	0%	0%	0%	0%

Average Length of Time Homes Purchased by Companies or Relocation Service Firms were in Inventory in 1986

Table 22

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total With Home Purchase Policy	21	32	18	5	47	76	17	34	24	39	18	491
No Answer	5	8	3	0	2	17	5	5	1	4	3	80
Total Answering	16	24	15	5	45	59	12	29	23	35	15	411
Number of Days in Inventory												
Less Than 60 Days	0%	4%	7%	0%	4%	12%	8%	0%	4%	9%	7%	6%
60 - 89 Days	6%	17%	20%	20%	7%	19%	8%	7%	13%	6%	7%	12%
90 - 119 Days	12%	25%	13%	40%	29%	32%	17%	20%	21%	23%	27%	28%
120 - 149 Days	6%	33%	13%	0%	36%	19%	25%	31%	13%	37%	27%	22%
150 - 179 Days	25%	4%	13%	40%	7%	5%	8%	10%	26%	9%	20%	11%
180 - 209 Days	31%	4%	27%	0%	13%	7%	25%	20%	9%	15%	7%	13%
210 Days or Longer	19%	13%	7%	0%	4%	7%	8%	10%	13%	3%	7%	8%
Average # of Days	165	127	134	116	124	121	133	143	135	124	128	129

Average Length of Time Homes Purchased by Companies or Relocation Service Firms were in Inventory in 1986

Table 22

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total With Home Purchase Policy	8	26	19	10	19	10	10	6	11	41	491
No Answer	3	4	6	2	2	2	1	3	2	2	80
Total Answering	5	22	13	8	17	8	9	3	9	39	411
Number of Days in Inventory											
Less Than 60 Days	0%	5%	0%	0%	24%	13%	0%	0%	0%	3%	6%
60 - 89 Days	40%	14%	0%	25%	0%	38%	11%	0%	11%	13%	12%
90 - 119 Days	20%	40%	39%	39%	24%	38%	33%	33%	33%	36%	28%
120 - 149 Days	0%	14%	31%	13%	12%	0%	22%	33%	33%	13%	22%
150 - 179 Days	40%	5%	8%	0%	6%	0%	11%	33%	11%	15%	11%
180 - 209 Days	0%	14%	15%	13%	24%	13%	22%	0%	0%	13%	13%
210 Days or Longer	0%	9%	8%	13%	12%	0%	0%	0%	11%	8%	8%
Average # of Days	114	133	135	120	138	88	122	120	130	125	129

Average Length of Time Homes Purchased by Companies or Relocation Service Firms were in Inventory in 1986

Table 22

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Home Purchase Policy	150	103	98	80	35	22	491
No Answer	25	19	16	12	6	2	80
Total Answering	125	84	82	68	29	20	411
Number of Days in Inventory							
Less Than 60 Days	8%	7%	5%	3%	3%	0%	6%
60 - 89 Days	11%	12%	12%	12%	21%	5%	12%
90 - 119 Days	24%	35%	33%	31%	16%	10%	28%
120 - 149 Days	19%	19%	26%	27%	21%	25%	22%
150 - 179 Days	11%	6%	10%	6%	17%	40%	11%
180 - 209 Days	12%	15%	11%	16%	14%	15%	13%
210 Days or Longer	14%	5%	4%	6%	7%	5%	8%
Average # of Days	138	124	118	125	127	147	129

Percent of Homes which Companies Offered to Purchase that were Amended or Assigned Sales

Table 23

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total With Home Purchase Policy	21	32	18	5	47	76	17	34	24	39	18	491
No Answer; Don't Know	3	3	4	0	3	12	4	4	2	4	1	60
Total Answering	18	29	14	5	44	64	13	30	22	35	17	431
Percent												
Less Than 10%	39%	27%	28%	20%	25%	29%	8%	24%	28%	29%	18%	27%
10% - 19%	22%	10%	0%	0%	23%	6%	8%	3%	14%	17%	12%	12%
20% - 29%	28%	17%	21%	0%	21%	11%	8%	20%	18%	14%	12%	13%
30% - 39%	11%	17%	14%	40%	5%	14%	23%	3%	23%	9%	0%	13%
40% - 49%	0%	7%	7%	0%	5%	8%	8%	13%	0%	6%	24%	8%
50% - 59%	0%	3%	21%	40%	7%	13%	23%	13%	9%	17%	12%	12%
60% - 69%	0%	7%	0%	0%	5%	8%	8%	17%	5%	0%	6%	7%
70% - 79%	0%	10%	0%	0%	7%	9%	15%	7%	0%	6%	12%	7%
80% - 89%	0%	0%	7%	0%	5%	0%	0%	0%	5%	0%	0%	1%
90% or Over	0%	0%	0%	0%	0%	3%	0%	0%	0%	3%	6%	1%
Average %	14.5	27.9	29.4	32.0	25.7	32.6	39.6	34.5	25.4	26.6	37.6	29.2

Percent of Homes which Companies Offered to Purchase that were Amended or Assigned Sales

Table 23

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total With Home Purchase Policy	8	26	19	10	19	10	10	6	11	41	491
No Answer; Don't Know	1	5	3	0	2	2	2	1	2	2	60
Total Answering	7	21	16	10	17	8	8	5	9	39	431
Percent											
Less Than 10%	0%	38%	13%	0%	35%	25%	25%	60%	22%	38%	27%
10% - 19%	0%	10%	19%	30%	12%	0%	38%	0%	11%	8%	12%
20% - 29%	0%	5%	0%	10%	12%	0%	13%	20%	0%	10%	13%
30% - 39%	57%	5%	6%	20%	6%	0%	13%	20%	33%	18%	13%
40% - 49%	14%	24%	25%	10%	6%	0%	0%	0%	0%	5%	8%
50% - 59%	0%	0%	19%	20%	24%	38%	13%	0%	11%	5%	12%
60% - 69%	14%	5%	13%	10%	0%	13%	0%	0%	22%	8%	7%
70% - 79%	14%	10%	6%	0%	6%	25%	0%	0%	0%	5%	7%
80% - 89%	0%	5%	0%	0%	0%	0%	0%	0%	0%	3%	1%
90% or Over	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Average %	44.1	27.8	35.9	32.7	24.1	46.0	18.9	11.4	32.2	25.5	29.2

Percent of Homes which Companies Offered to Purchase that were Amended or Assigned Sales

Table 23

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Home Purchase Policy	150	103	98	80	35	22	491
No Answer; Don't Know	18	16	11	11	2	2	60
Total Answering	132	87	87	69	33	20	431
Percent							
Less Than 10%	46%	26%	20%	16%	9%	5%	27%
10% - 19%	8%	14%	17%	12%	6%	15%	12%
20% - 29%	11%	15%	12%	6%	18%	40%	13%
30% - 39%	8%	12%	15%	16%	24%	10%	13%
40% - 49%	3%	9%	10%	13%	6%	15%	8%
50% - 59%	11%	13%	10%	12%	12%	15%	12%
60% - 69%	4%	2%	8%	13%	12%	0%	7%
70% - 79%	5%	5%	7%	13%	9%	0%	7%
80% - 89%	2%	2%	1%	0%	3%	0%	1%
90% or Over	2%	2%	0%	0%	0%	0%	1%
Average %	22.4	28.2	30.3	37.8	38.9	28.5	29.2

Trend Experienced by Companies in Amended or Assigned Sales

Table 24

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total With Home Purchase Policy	21	32	18	5	47	76	17	34	24	39	18	491
No Answer; Don't Know	2	2	3	0	5	11	2	3	0	1	1	44
Total Answering	19	30	15	5	42	65	15	31	24	38	17	447
Trend												
Amended Sales as a Percent of Regular Sales has Been Increasing	37%	53%	20%	40%	36%	48%	47%	68%	38%	45%	35%	44%
Amended Sales as a Percent of Regular Sales has Been Decreasing	16%	3%	13%	20%	12%	9%	0%	3%	13%	8%	18%	8%
Amended Sales as a Percent of Regular Sales has Been Constant	47%	43%	67%	40%	52%	43%	53%	29%	50%	47%	47%	48%

Trend Experienced by Companies in Amended or Assigned Sales

Table 24

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total With Home Purchase Policy	8	26	19	10	19	10	10	6	11	41	491
No Answer; Don't Know	0	4	1	0	4	0	0	1	1	3	44
Total Answering	8	22	18	10	15	10	10	5	10	38	447
Trend											
Amended Sales as a Percent of Regular Sales has Been Increasing	63%	59%	56%	60%	13%	30%	10%	20%	40%	47%	44%
Amended Sales as a Percent of Regular Sales has Been Decreasing	13%	5%	0%	0%	0%	0%	10%	40%	10%	5%	8%
Amended Sales as a Percent of Regular Sales has Been Constant	25%	36%	44%	40%	87%	70%	80%	40%	50%	47%	48%

Trend Experienced by Companies in Amended or Assigned Sales

Table 24

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Home Purchase Policy	150	103	98	30	35	22	491
No Answer; Don't Know	23	7	8	4	1	1	44
Total Answering	127	96	90	76	34	21	447
Trend							
Amended Sales as a Percent of Regular Sales has Been Increasing	33%	39%	47%	59%	53%	52%	44%
Amended Sales as a Percent of Regular Sales has Been Decreasing	8%	7%	10%	9%	3%	10%	8%
Amended Sales as a Percent of Regular Sales has Been Constant	59%	54%	43%	32%	44%	38%	48%

Companies with Loss Protection Programs to Reimburse for any Loss on the Sale of the Home

Table 25

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	22	42	20	5	59	89	25	44	30	40	24	606
Loss Protection Programs												
Company has a Loss Protection Program	68%	33%	50%	40%	34%	30%	20%	32%	60%	38%	25%	36%
Company Does not Have a Loss Protection Program	32%	67%	50%	60%	66%	70%	80%	68%	40%	63%	75%	65%

Companies with Loss Protection Programs to Reimburse for any Loss on the Sale of the Home

Table 25

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	15	31	20	15	24	10	11	11	12	57	606
Loss Protection Programs											
Company has a Loss Protection Program	13%	42%	55%	13%	38%	30%	9%	46%	58%	28%	36%
Company Does not Have a Loss Protection Program	87%	58%	45%	87%	63%	70%	91%	55%	42%	72%	65%

Companies with Loss Protection Programs to Reimburse for any Loss on the Sale of the Home

Table 25

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	209	121	114	91	41	22	606
Loss Protection Programs							
Company has a Loss Protection Program	23%	25%	40%	56%	61%	64%	36%
Company Does not Have a Loss Protection Program	78%	75%	60%	44%	39%	36%	65%

Basis Used to Establish Loss on the Sale of the Home

Table 26

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total With Loss Protection Programs	15	14	10	2	20	27	5	14	18	15	6	215
No Answer; Don't Know	0	0	0	0	1	1	2	1	2	1	0	10
Total Answering	15	14	10	2	19	26	3	13	16	14	6	205
Basis												
Original Purchase Price Less Current Appraised Value	27%	36%	10%	50%	16%	23%	33%	23%	44%	43%	0%	26%
Original Purchase Price Less Actual Selling Price	0%	0%	0%	0%	16%	12%	33%	23%	19%	29%	0%	11%
Original Purchase Price Less Amount Received From Sale	0%	0%	0%	0%	0%	8%	33%	0%	0%	0%	0%	2%
Original Purchase Price Plus Improve-ments Less Current Appraised Value	33%	21%	20%	0%	16%	15%	33%	23%	13%	14%	33%	21%

Basis Used to Establish Loss on the Sale of the Home (Con't)

Table 26 (Con't)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Original Purchase Price Plus Improve-ments Less Actual Selling Price	40%	7%	20%	0%	11%	15%	33%	0%	6%	7%	0%	13%
Original Purchase Price Plus Improve-ments Less Amount Received From Sale	7%	14%	0%	0%	0%	4%	33%	8%	0%	0%	0%	4%
Appraised Value at Time of Original Pur-chase Less Current Appraised Value	0%	29%	20%	0%	32%	19%	33%	0%	6%	7%	67%	21%
Appraised Value at Time of Original Pur-chase Less Actual Sale Price	7%	0%	10%	0%	11%	8%	33%	0%	6%	0%	0%	6%
Appraised Value at Time of Original Pur-chase Less Amount Received From Sale	0%	0%	0%	0%	0%	4%	33%	0%	6%	0%	0%	2%
Other Formulas	7%	7%	20%	50%	21%	23%	67%	31%	13%	14%	0%	17%

Basis Used to Establish Loss on the Sale of the Home

Table 26

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total With Loss Protection Programs	2	13	11	2	9	3	1	5	7	16	215
No Answer; Don't Know	0	0	0	1	1	0	0	0	0	0	10
Total Answering	2	13	11	1	8	3	1	5	7	16	205
Basis											
Original Purchase Price Less Current Appraised Value	50%	15%	27%	0%	13%	33%	100%	20%	29%	31%	26%
Original Purchase Price Less Actual Selling Price	0%	8%	0%	100%	0%	0%	0%	0%	29%	6%	11%
Original Purchase Price Less Amount Received From Sale	0%	8%	9%	0%	0%	0%	0%	0%	0%	0%	2%
Original Purchase Price Plus Improve-ments Less Current Appraised Value	0%	23%	27%	0%	13%	33%	0%	40%	43%	19%	21%

Basis Used to Establish Loss on the Sale of the Home (Con't)

Table 26 (Con't)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Original Purchase Price Plus Improve-ments Less Actual Selling Price	50%	23%	0%	100%	0%	0%	0%	20%	14%	13%	13%
Original Purchase Price Plus Improve-ments Less Amount Received From Sale	0%	8%	0%	0%	0%	0%	0%	0%	0%	6%	4%
Appraised Value at Time of Original Pur-chase Less Current Appraised Value	0%	39%	9%	0%	63%	33%	0%	0%	29%	25%	21%
Appraised Value at Time of Original Pur-chase Less Actual Sale Price	0%	8%	0%	0%	0%	33%	0%	20%	0%	6%	6%
Appraised Value at Time of Original Pur-chase Less Amount Received From Sale	0%	8%	0%	0%	0%	0%	0%	0%	0%	0%	2%
Other Formulas	0%	23%	27%	0%	13%	0%	0%	0%	14%	6%	17%

Basis Used to Establish Loss on the Sale of the Home

Table 26

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Loss Protection Programs	47	30	46	51	25	14	215
No Answer; Don't Know	8	0	0	0	2	0	10
Total Answering	39	30	46	51	23	14	205
Basis							
Original Purchase Price Less Current Appraised Value	23%	23%	24%	26%	44%	21%	26%
Original Purchase Price Less Actual Selling Price	8%	10%	13%	10%	13%	14%	11%
Original Purchase Price Less Amount Received From Sale	3%	3%	2%	2%	4%	0%	2%
Original Purchase Price Plus Improvements Less Current Appraised Value	15%	17%	11%	28%	26%	43%	21%

Basis Used to Establish Loss on the Sale of the Home (Con't)

Table 26 (Con't)

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Original Purchase Price Plus Improvements Less Actual Selling Price	8%	10%	11%	18%	13%	29%	13%
Original Purchase Price Plus Improvements Less Amount Received From Sale	5%	0%	4%	4%	4%	7%	4%
Appraised Value at Time of Original Purchase Less Current Appraised Value	39%	13%	20%	16%	26%	0%	21%
Appraised Value at Time of Original Purchase Less Actual Sale Price	5%	3%	9%	6%	9%	0%	6%
Appraised Value at Time of Original Purchase Less Amount Received From Sale	3%	0%	0%	2%	9%	0%	2%
Other Formulas	15%	27%	20%	14%	17%	0%	17%

Companies with Loss Protection Written into their Relocation Policy

Table 27

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total With Loss Protection Programs	15	14	10	2	20	27	5	14	18	15	6	215
No Answer; Don't Know	0	0	1	0	1	0	0	0	0	0	0	3
Total Answering	15	14	9	2	19	27	5	14	18	15	6	212
Type of Program												
Loss Protection is Written Into Policy	87%	64%	78%	100%	53%	56%	40%	57%	67%	67%	50%	63%
Loss Protection is Offered Selectively on a Case by Case Basis	13%	36%	22%	0%	47%	44%	60%	43%	33%	33%	50%	37%

Companies with Loss Protection Written into their Relocation Policy

Table 27

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total With Loss Protection Programs	2	13	11	2	9	3	1	5	7	16	215
No Answer; Don't Know	0	1	0	0	0	0	0	0	0	0	3
Total Answering	2	12	11	2	9	3	1	5	7	16	212
Type of Program											
Loss Protection is Written Into Policy	100%	58%	64%	0%	44%	33%	100%	80%	57%	75%	63%
Loss Protection is Offered Selectively on a Case by Case Basis	0%	42%	36%	100%	56%	67%	0%	20%	43%	25%	37%

Companies with Loss Protection Written into their Relocation Policy

Table 27

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Loss Protection Programs	47	30	46	51	25	14	215
No Answer; Don't Know	0	1	0	1	0	1	3
Total Answering	47	29	46	50	25	13	212
Type of Program							
Loss Protection is Written Into Policy	47%	66%	67%	64%	60%	100%	63%
Loss Protection is Offered Selectively on a Case by Case Basis	53%	35%	33%	36%	40%	0%	37%

Companies which Reimburse for the Income Tax Liability on Loss Protection Payments

Table 28

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total With Loss Protection Programs	15	14	10	2	20	27	5	14	18	15	6	215
No Answer; Don't Know	1	0	0	0	1	1	0	0	1	0	1	7
Total Answering	14	14	10	2	19	26	5	14	17	15	5	208
Policy												
Employees Given Loss Protection Payments are Reimbursed for the Tax Liability	93%	57%	70%	50%	84%	69%	60%	36%	65%	73%	100%	72%
Employees Given Loss Protection Payments are not Reimbursed for the Tax Liability	7%	43%	30%	50%	16%	31%	40%	64%	35%	27%	0%	28%

Companies which Reimburse for the Income Tax Liability on Loss Protection Payments

Table 28

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total With Loss Protection Programs	2	13	11	2	9	3	1	5	7	16	215
No Answer; Don't Know	0	0	0	0	0	0	0	0	2	0	7
Total Answering	2	13	11	2	9	3	1	5	5	16	208
Policy											
Employees Given Loss Protection Payments are Reimbursed for the Tax Liability	100%	92%	82%	0%	78%	100%	100%	100%	40%	69%	72%
Employees Given Loss Protection Payments are not Reimbursed for the Tax Liability	0%	8%	18%	100%	22%	0%	0%	0%	60%	31%	28%

Companies which Reimburse for the Income Tax Liability on Loss Protection Payments

Table 28

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Loss Protection Programs	47	30	46	51	25	14	215
No Answer; Don't Know	1	1	3	0	1	1	7
Total Answering	46	29	43	51	24	13	208
Policy							
Employees Given Loss Protection Payments are Reimbursed for the Tax Liability	61%	76%	74%	71%	75%	92%	72%
Employees Given Loss Protection Payments are not Reimbursed for the Tax Liability	39%	24%	26%	29%	25%	8%	28%

Companies which Offer Incentives to Encourage Sales of Employee Homes

Table 29

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	0	0	0	1	0	0	1	0	0	0	0	4
Total Answering	22	42	20	4	59	89	24	44	30	40	24	602
Incentive Programs												
Do Offer	32%	21%	40%	0%	31%	21%	13%	36%	40%	33%	17%	25%
Do not Offer	68%	79%	60%	100%	70%	79%	88%	64%	60%	68%	83%	75%

Companies which Offer Incentives to Encourage Sales of Employee Homes

Table 29

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	0	0	0	1	1	0	0	0	0	0	4
Total Answering	15	31	20	14	23	10	11	11	12	57	602
Incentive Programs											
Do Offer	33%	26%	5%	14%	13%	20%	27%	0%	33%	19%	25%
Do not Offer	67%	74%	95%	86%	87%	80%	73%	100%	67%	81%	75%

Companies which Offer Incentives to Encourage Sales of Employee Homes

Table 29

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	3	1	0	0	0	0	4
Total Answering	206	120	114	91	41	22	602
Incentive Programs							
Do Offer	16%	21%	31%	33%	42%	36%	25%
Do not Offer	85%	79%	69%	67%	59%	64%	75%

Recipients of Incentive Programs

Table 30

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Offer	7	9	8	0	18	19	3	16	12	13	4	148
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	7	9	8	0	18	19	3	16	12	13	4	148
Recipients of Incentives												
The Employee	71%	67%	75%	0%	72%	47%	67%	75%	67%	69%	75%	66%
Brokers	29%	22%	38%	0%	50%	47%	33%	31%	33%	39%	25%	43%
Buyers of the Home	43%	22%	25%	0%	33%	32%	0%	13%	25%	8%	25%	27%

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Offer	5	8	1	2	3	2	3	0	4	11	148
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	5	8	1	2	3	2	3	0	4	11	148
Recipients of Incentives											
The Employee	100%	38%	0%	50%	33%	50%	67%	0%	75%	82%	66%
Brokers	60%	75%	100%	50%	100%	50%	67%	0%	50%	36%	43%
Buyers of the Home	60%	25%	100%	0%	33%	0%	0%	0%	50%	46%	27%

Recipients of Incentive Programs

Table 30

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Offer	32	25	35	30	17	8	148
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	32	25	35	30	17	8	148
Recipients of Incentives							
The Employee	63%	64%	69%	70%	71%	63%	66%
Brokers	50%	44%	49%	30%	41%	38%	43%
Buyers of the Home	25%	24%	31%	23%	35%	13%	27%

Companies which Gross-Up Incentive Payments to Employees

Table 31

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Offer Incentives to Employees	5	6	6	0	13	9	2	12	8	9	3	98
No Answer; Don't Know	0	1	0	0	0	0	2	0	0	0	0	5
Total Answering	5	5	6	0	13	9	0	12	8	9	3	93
Gross-Up of Payments												
Do Gross-Up to Cover Added Tax Liability	20%	20%	100%	0%	69%	67%	0%	17%	38%	33%	0%	44%
Do not Gross-Up to Cover Added Tax Liability	80%	80%	0%	0%	31%	33%	0%	83%	63%	67%	100%	56%

Companies which Gross-Up Incentive Payments to Employees

Table 31

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Offer Incentives to Employees	5	3	0	1	1	1	2	0	3	9	98
No Answer; Don't Know	0	0	0	1	0	0	1	0	0	0	5
Total Answering	5	3	0	0	1	1	1	0	3	9	93
Gross-Up of Payments											
Do Gross-Up to Cover Added Tax Liability	20%	67%	0%	0%	0%	0%	0%	0%	67%	56%	44%
Do not Gross-Up to Cover Added Tax Liability	80%	33%	0%	0%	100%	100%	100%	0%	33%	44%	56%

Companies which Gross-Up Incentive Payments to Employees

Table 31

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Offer Incentives to Employees	20	16	24	21	12	5	98
No Answer; Don't Know	1	0	2	0	2	0	5
Total Answering	19	16	22	21	10	5	93
Gross-Up of Payments							
Do Gross-Up to Cover Added Tax Liability	53%	44%	41%	48%	40%	20%	44%
Do not Gross-Up to Cover Added Tax Liability	47%	56%	59%	52%	60%	80%	56%

Incentive Payments Given to Employees

Table 32

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Offer to Employees	5	6	6	0	13	9	2	12	8	9	3	98
No Answer; Don't Know	0	1	0	0	0	0	0	0	0	0	0	4
Total Answering	5	5	6	0	13	9	2	12	8	9	3	94
Incentive Payment												
1% - 2% of Sale Price	20%	0%	0%	0%	8%	0%	0%	8%	0%	0%	0%	4%
3% of Sale Price	20%	20%	0%	0%	0%	22%	0%	8%	13%	22%	33%	11%
4% of Sale Price	0%	40%	17%	0%	0%	11%	0%	0%	0%	0%	0%	5%
5% of Sale Price	20%	0%	0%	0%	8%	0%	0%	0%	25%	0%	33%	6%
More Than 5% of Sale Price	0%	0%	17%	0%	8%	0%	0%	8%	0%	11%	0%	4%
Based on Sale Price but % Unknown	0%	20%	0%	0%	8%	0%	0%	0%	0%	11%	0%	3%
1% - 2% of Appraised Value	0%	0%	0%	0%	0%	0%	0%	17%	13%	0%	0%	4%
3% of Appraised Value	20%	0%	0%	0%	0%	0%	0%	0%	0%	11%	0%	3%
4% of Appraised Value	0%	0%	0%	0%	0%	0%	0%	0%	13%	0%	33%	2%

Incentive Payments Given to Employees (Con't)

Table 32 (Con't)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
5% of Appraised Value	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
More Than 5% of Appraised Value	0%	0%	0%	0%	0%	0%	0%	8%	0%	0%	0%	1%
Based on Appraised Value but % Unknown	0%	0%	0%	0%	0%	0%	0%	8%	13%	0%	0%	3%
Based on % but Base for Percent Unknown	0%	0%	33%	0%	23%	0%	0%	0%	0%	0%	0%	7%
$1,000 Cash Bonus	0%	0%	0%	0%	0%	0%	0%	17%	0%	22%	0%	5%
$2,000 or Over Bonus	0%	0%	0%	0%	0%	11%	50%	8%	13%	0%	0%	6%
Cash Bonus but Amount Unknown	0%	0%	0%	0%	0%	11%	0%	0%	0%	11%	0%	5%
Pay Closing or Other Seller Costs	0%	20%	17%	0%	15%	22%	0%	0%	0%	11%	0%	12%
Pay Difference Between Appraisal & Sale Price	20%	0%	17%	0%	8%	11%	0%	0%	0%	0%	0%	4%
Other Incentives	0%	0%	0%	0%	8%	11%	50%	0%	0%	0%	0%	7%
Penalties for Not Selling	0%	0%	0%	0%	0%	0%	0%	8%	0%	0%	0%	1%
Negotiated; Varies	0%	0%	0%	0%	15%	0%	0%	8%	13%	0%	0%	4%

Incentive Payments Given to Employees

Table 32

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Offer to Employees	5	3	0	1	1	1	2	0	3	9	98
No Answer; Don't Know	0	1	0	0	0	0	0	0	0	2	4
Total Answering	5	2	0	1	1	1	2	0	3	7	94
Incentive Payment											
1% - 2% of Sale Price	0%	0%	0%	0%	0%	0%	0%	0%	0%	14%	4%
3% of Sale Price	0%	0%	0%	0%	0%	0%	0%	0%	0%	14%	11%
4% of Sale Price	0%	0%	0%	0%	0%	0%	0%	0%	33%	0%	5%
5% of Sale Price	20%	0%	0%	0%	0%	0%	0%	0%	0%	0%	6%
More Than 5% of Sale Price	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%
Based on Sale Price but % Unknown	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%
1% - 2% of Appraised Value	20%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%
3% of Appraised Value	0%	0%	0%	0%	0%	0%	0%	0%	0%	14%	3%
4% of Appraised Value	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%

Incentive Payments Given to Employees (Con't)

Table 32 (Con't)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
5% of Appraised Value	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
More Than 5% of Appraised Value	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Based on Appraised Value but % Unknown	0%	0%	0%	0%	0%	0%	50%	0%	0%	0%	3%
Based on % but Base for Percent Unknown	20%	0%	0%	0%	0%	100%	0%	0%	0%	0%	7%
$1,000 Cash Bonus	0%	0%	0%	0%	0%	0%	0%	0%	0%	14%	5%
$2,000 or Over Bonus	20%	0%	0%	0%	0%	0%	0%	0%	0%	14%	6%
Cash Bonus but Amount Unknown	0%	50%	0%	0%	0%	0%	0%	0%	67%	0%	5%
Pay Closing or Other Seller Costs	0%	0%	0%	0%	0%	0%	50%	0%	33%	29%	12%
Pay Difference Between Appraisal & Sale Price	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%
Other Incentives	20%	50%	0%	100%	100%	0%	0%	0%	0%	0%	7%
Penalties for Not Selling	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Negotiated; Varies	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%

Incentive Payments Given to Employees

Table 32

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Offer to Employees	20	16	24	21	12	5	98
No Answer; Don't Know	0	2	0	0	2	0	4
Total Answering	20	14	24	21	10	5	94
Incentive Payment							
1% - 2% of Sale Price	0%	7%	4%	5%	10%	0%	4%
3% of Sale Price	0%	14%	8%	10%	10%	60%	11%
4% of Sale Price	5%	7%	4%	10%	0%	0%	5%
5% of Sale Price	10%	0%	0%	5%	20%	20%	6%
More Than 5% of Sale Price	5%	0%	4%	10%	0%	0%	4%
Based on Sale Price but % Unknown	0%	0%	4%	10%	0%	0%	3%
1% - 2% of Appraised Value	0%	0%	4%	10%	0%	20%	4%
3% of Appraised Value	0%	0%	4%	5%	10%	0%	3%
4% of Appraised Value	0%	0%	4%	0%	10%	0%	2%

Incentive Payments Given to Employees (Con't)

Table 32 (Con't)

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
5% of Appraised Value	0%	0%	0%	0%	0%	0%	0%
More Than 5% of Appraised Value	0%	0%	0%	5%	0%	0%	1%
Based on Appraised Value but % Unknown	5%	0%	8%	0%	0%	0%	3%
Based on % but Base for Percent Unknown	5%	7%	4%	14%	10%	0%	7%
$1,000 Cash Bonus	0%	14%	8%	5%	0%	0%	5%
$2,000 or Over Bonus	5%	7%	13%	0%	10%	0%	6%
Cash Bonus but Amount Unknown	5%	7%	4%	10%	0%	0%	5%
Pay Closing or Other Seller Costs	10%	29%	13%	10%	0%	0%	12%
Pay Difference Between Appraisal & Sale Price	20%	0%	0%	0%	0%	0%	4%
Other Incentives	20%	7%	8%	0%	0%	0%	7%
Penalties for Not Selling	5%	0%	0%	0%	0%	0%	1%
Negotiated; Varies	5%	0%	4%	0%	20%	0%	4%

Incentive Payments Given to Real Estate Brokers

Table 33

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Offer Incentives to Brokers	2	2	3	0	9	9	1	5	4	5	1	64
No Answer; Don't Know	0	0	0	0	1	1	0	0	0	0	0	6
Total Answering	2	2	3	0	8	8	1	5	4	5	1	58
Incentive Payment												
Increase Commission Based on Sale Time	50%	50%	100%	0%	38%	50%	100%	80%	25%	80%	0%	50%
Cash Incentives	0%	50%	0%	0%	13%	50%	100%	20%	25%	20%	100%	29%
Premiums (TVs, airplane tickets, etc.)	0%	0%	0%	0%	13%	13%	0%	0%	25%	0%	0%	5%
Negotiated; Varies	0%	0%	0%	0%	50%	0%	0%	0%	0%	0%	0%	14%
Third Party Recommends Incentives	50%	0%	0%	0%	0%	0%	0%	0%	25%	0%	0%	7%

Incentive Payments Given to Real Estate Brokers

Table 33

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Who Offer Incentives to Brokers	3	6	1	1	3	1	2	0	2	4	64
No Answer; Don't Know	1	1	0	0	0	0	0	0	1	1	6
Total Answering	2	5	1	1	3	1	2	0	1	3	58
Incentive Payment											
Increase Commission Based on Sale Time	50%	40%	0%	0%	33%	100%	50%	0%	0%	33%	50%
Cash Incentives	0%	0%	100%	100%	67%	0%	50%	0%	100%	0%	29%
Premiums (TVs, airplane tickets, etc.)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5%
Negotiated; Varies	50%	40%	0%	0%	0%	0%	0%	0%	0%	33%	14%
Third Party Recommends Incentives	0%	20%	0%	0%	0%	0%	0%	0%	0%	33%	7%

Incentive Payments Given to Real Estate Brokers

Table 33

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Offer Incentives to Brokers	16	11	17	9	7	3	64
No Answer; Don't Know	3	2	1	0	0	0	6
Total Answering	13	9	16	9	7	3	58
Incentive Payment							
Increase Commission Based on Sale Time	54%	67%	50%	44%	29%	33%	50%
Cash Incentives	39%	22%	31%	22%	29%	33%	29%
Premiums (TVs, airplane tickets, etc.)	0%	0%	13%	11%	0%	0%	5%
Negotiated; Varies	0%	11%	19%	22%	29%	0%	14%
Third Party Recommends Incentives	8%	0%	6%	0%	14%	33%	7%

Incentive Payments Given to Buyers of the Home

Table 34

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Offer Incentives to Buyers	3	2	2	0	6	6	0	2	3	1	1	40
No Answer; Don't Know	0	0	0	0	1	0	0	0	0	0	0	3
Total Answering	3	2	2	0	5	6	0	2	3	1	1	37
Incentive Payments												
Pay Buyer Costs (points, origination fees, etc.)	33%	50%	100%	0%	20%	67%	0%	50%	67%	100%	100%	60%
Offer to Buy-Down Mortgages	33%	0%	0%	0%	0%	17%	0%	0%	33%	0%	0%	11%
Extra Allowances for Repairs, Decorating or Improvements	33%	50%	0%	0%	20%	50%	0%	0%	100%	0%	0%	27%
Premiums (TVs, plane tickets, etc.)	0%	0%	0%	0%	20%	0%	0%	50%	0%	0%	0%	5%
Pay First Year Taxes	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%
Negotiated; Varies	33%	50%	0%	0%	40%	0%	0%	0%	0%	0%	0%	11%
Third Party Recommends Incentives	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5%

Incentive Payments Given to Buyers of the Home

Table 34

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Offer Incentives to Buyers	3	2	1	0	1	0	0	0	2	5	40
No Answer; Don't Know	0	1	0	0	0	0	0	0	0	1	3
Total Answering	3	1	1	0	1	0	0	0	2	4	37
Incentive Payments											
Pay Buyer Costs (points, origination fees, etc.)	67%	0%	100%	0%	100%	0%	0%	0%	100%	50%	60%
Offer to Buy-Down Mortgages	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	11%
Extra Allowances for Repairs, Decorating or Improvements	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	27%
Premiums (TVs, plane tickets, etc.)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5%
Pay First Year Taxes	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%
Negotiated; Varies	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	11%
Third Party Recommends Incentives	0%	100%	0%	0%	0%	0%	0%	0%	0%	25%	5%

Incentive Payments Given to Buyers of the Home

Table 34

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Offer Incentives to Buyers	8	6	11	7	6	1	40
No Answer; Don't Know	2	1	0	0	0	0	3
Total Answering	6	5	11	7	6	1	37
Incentive Payments							
Pay Buyer Costs (points, origination fees, etc.)	50%	40%	46%	100%	67%	0%	60%
Offer to Buy-Down Mortgages	17%	0%	18%	0%	17%	0%	11%
Extra Allowances for Repairs, Decorating or Improvements	33%	60%	9%	14%	50%	0%	27%
Premiums (TVs, plane tickets, etc.)	0%	40%	0%	0%	0%	0%	5%
Pay First Year Taxes	17%	0%	0%	0%	0%	0%	3%
Negotiated; Varies	0%	0%	18%	0%	17%	100%	11%
Third Party Recommends Incentives	17%	0%	9%	0%	0%	0%	5%

Length of Time Companies Have Offered Incentive Programs

Table 35

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Offer	7	9	8	0	18	19	3	16	12	13	4	148
No Answer; Don't Know	0	1	1	0	1	2	0	0	0	1	0	8
Total Answering	7	8	7	0	17	17	3	16	12	12	4	140
Number of Years												
Less Than 1 Year	14%	13%	0%	0%	12%	0%	33%	13%	33%	8%	0%	12%
1 Year	0%	38%	0%	0%	18%	12%	0%	31%	33%	42%	0%	20%
2 Years	29%	0%	43%	0%	18%	18%	0%	13%	8%	17%	50%	17%
3 - 4 Years	29%	13%	29%	0%	12%	24%	33%	25%	17%	0%	50%	16%
5 - 9 Years	14%	38%	14%	0%	41%	41%	33%	13%	8%	33%	0%	26%
10 Years or Longer	14%	0%	14%	0%	0%	6%	0%	6%	0%	0%	0%	8%

Length of Time Companies Have Offered Incentive Programs

Table 35

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Offer	5	8	1	2	3	2	3	0	4	11	148
No Answer; Don't Know	0	1	0	0	0	0	0	0	1	0	8
Total Answering	5	7	1	2	3	2	3	0	3	11	140
Number of Years											
Less Than 1 Year	0%	0%	0%	0%	67%	50%	0%	0%	0%	18%	12%
1 Year	40%	14%	0%	0%	0%	0%	0%	0%	33%	18%	20%
2 Years	20%	14%	0%	50%	0%	0%	33%	0%	33%	9%	17%
3 - 4 Years	0%	0%	0%	0%	0%	0%	67%	0%	33%	0%	16%
5 - 9 Years	20%	43%	100%	0%	0%	0%	0%	0%	0%	46%	26%
10 Years or Longer	20%	29%	0%	50%	33%	50%	0%	0%	0%	9%	8%

Length of Time Companies Have Offered Incentive Programs

Table 35

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Offer	32	25	35	30	17	8	148
No Answer; Don't Know	2	1	4	1	0	0	8
Total Answering	30	24	31	29	17	8	140
Number of Years							
Less Than 1 Year	13%	17%	7%	14%	6%	25%	12%
1 Year	20%	29%	13%	17%	24%	25%	20%
2 Years	17%	8%	16%	21%	29%	0%	17%
3 - 4 Years	7%	17%	23%	17%	18%	25%	16%
5 - 9 Years	40%	21%	26%	28%	18%	13%	26%
10 Years or Longer	3%	8%	16%	3%	6%	13%	8%

Impact on Home Sales Since Initiating Incentive Programs

Table 36

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Offer	7	9	8	0	18	19	3	16	12	13	4	148
No Answer; Don't Know	2	0	2	0	2	3	1	3	2	1	0	25
Total Answering	5	9	6	0	16	16	2	13	10	12	4	123
Impact on Home Sales												
No Impact	0%	22%	50%	0%	19%	31%	50%	15%	30%	17%	0%	28%
Shorter Sales Time	20%	33%	17%	0%	50%	44%	50%	39%	30%	33%	25%	32%
More Employees are Selling Homes	80%	33%	50%	0%	50%	38%	0%	39%	60%	50%	100%	47%
Homes are Selling for Higher Prices	0%	22%	0%	0%	6%	13%	0%	15%	0%	8%	0%	8%
Other Impacts	0%	0%	0%	0%	0%	0%	0%	8%	0%	0%	0%	1%

Impact on Home Sales Since Initiating Incentive Programs

Table 36

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Offer	5	8	1	2	3	2	3	0	4	11	148
No Answer; Don't Know	0	4	0	0	1	1	1	0	1	1	25
Total Answering	5	4	1	2	2	1	2	0	3	10	123
Impact on Home Sales											
No Impact	0%	50%	0%	50%	100%	100%	50%	0%	67%	40%	28%
Shorter Sales Time	20%	25%	100%	0%	0%	0%	0%	0%	33%	10%	32%
More Employees are Selling Homes	80%	25%	0%	50%	0%	0%	50%	0%	33%	50%	47%
Homes are Selling for Higher Prices	20%	0%	0%	0%	0%	0%	0%	0%	33%	0%	8%
Other Impacts	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%

Impact on Home Sales Since Initiating Incentive Programs

Table 36

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Offer	32	25	35	30	17	8	148
No Answer; Don't Know	5	6	4	6	2	2	25
Total Answering	27	19	31	24	15	6	123
Impact on Home Sales							
No Impact	44%	21%	36%	21%	7%	17%	28%
Shorter Sales Time	37%	42%	23%	21%	47%	17%	32%
More Employees are Selling Homes	22%	58%	45%	63%	60%	50%	47%
Homes are Selling for Higher Prices	4%	16%	7%	8%	7%	17%	8%
Other Impacts	0%	0%	0%	0%	0%	17%	1%

Companies which Offer Marketing Assistance to Help Employees Sell their Former Homes

Table 37

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	0	0	0	0	1	1	1	0	4	0	0	8
Total Answering	22	42	20	5	58	88	24	44	26	40	24	598
Home Marketing Assistance												
Do Offer	36%	33%	35%	0%	21%	17%	13%	25%	31%	23%	29%	23%
Do not Offer	64%	67%	65%	100%	79%	83%	88%	75%	69%	78%	71%	77%

Companies which Offer Marketing Assistance to Help Employees Sell their Former Homes

Table 37

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	0	0	1	0	0	0	0	0	0	0	8
Total Answering	15	31	19	15	24	10	11	11	12	57	598
Home Marketing Assistance											
Do Offer	27%	23%	16%	20%	17%	20%	36%	18%	25%	25%	23%
Do not Offer	73%	77%	84%	80%	83%	80%	64%	82%	75%	75%	77%

Companies which Offer Marketing Assistance to Help Employees Sell their Former Homes

Table 37

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	2	3	0	3	0	0	8
Total Answering	207	118	114	88	41	22	598
Home Marketing Assistance							
Do Offer	11%	21%	33%	39%	39%	18%	23%
Do not Offer	89%	79%	67%	61%	61%	82%	77%

Companies which Use Outside Firms for Home Marketing Assistance

Table 38

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Offer	8	14	7	0	12	15	3	11	8	9	7	140
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	1
Total Answering	8	14	7	0	12	15	3	11	8	9	7	139
Use of Outside Firms												
Do Use	100%	100%	71%	0%	100%	67%	67%	100%	88%	89%	86%	89%
Do not Use	0%	0%	29%	0%	0%	33%	33%	0%	13%	11%	14%	12%

Companies which Use Outside Firms for Home Marketing Assistance

Table 38

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Offer	4	7	3	3	4	2	4	2	3	14	140
No Answer; Don't Know	0	0	0	0	0	0	1	0	0	0	1
Total Answering	4	7	3	3	4	2	3	2	3	14	139
Use of Outside Firms											
Do Use	100%	86%	100%	100%	75%	100%	100%	100%	67%	86%	89%
Do not Use	0%	14%	0%	0%	25%	0%	0%	0%	33%	14%	12%

Companies which Use Outside Firms for Home Marketing Assistance

Table 38

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Offer	22	25	38	34	16	4	140
No Answer; Don't Know	0	1	0	0	0	0	1
Total Answering	22	24	38	34	16	4	139
Use of Outside Firms							
Do Use	86%	88%	87%	94%	88%	75%	89%
Do not Use	14%	13%	13%	6%	13%	25%	12%

Types of Home Marketing Assistance Provided by Outside Firm

Table 39

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Use Outside Firm	8	14	5	0	12	10	2	11	7	8	6	123
No Answer; Don't Know	0	0	0	0	1	0	0	0	0	0	0	2
Total Answering	8	14	5	0	11	10	2	11	7	8	6	121
Types of Assistance												
Broker Price Opinions	75%	50%	60%	0%	82%	70%	100%	91%	86%	50%	67%	72%
Appraisals	75%	79%	60%	0%	73%	50%	50%	91%	57%	63%	33%	67%
Develop Marketing Plans	63%	71%	60%	0%	55%	80%	100%	100%	100%	63%	100%	79%
Prepare Brochures	63%	36%	20%	0%	36%	70%	100%	82%	57%	63%	33%	58%
Other Assistance	0%	0%	20%	0%	9%	0%	0%	0%	0%	0%	17%	3%

Types of Home Marketing Assistance Provided by Outside Firm

Table 39

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Who Use Outside Firm	4	6	3	3	3	2	3	2	2	12	123
No Answer; Don't Know	0	0	0	0	0	0	1	0	0	0	2
Total Answering	4	6	3	3	3	2	2	2	2	12	121
Types of Assistance											
Broker Price Opinions	75%	83%	67%	67%	67%	100%	100%	100%	100%	58%	72%
Appraisals	50%	67%	100%	100%	67%	100%	100%	50%	100%	42%	67%
Develop Marketing Plans	75%	83%	67%	100%	67%	100%	100%	100%	100%	83%	79%
Prepare Brochures	75%	67%	33%	33%	100%	100%	100%	50%	50%	67%	58%
Other Assistance	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%

Types of Home Marketing Assistance Provided by Outside Firm

Table 39

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Use Outside Firm	19	21	33	32	14	3	123
No Answer; Don't Know	0	1	0	0	1	0	2
Total Answering	19	20	33	32	13	3	121
Types of Assistance							
Broker Price Opinions	79%	65%	73%	75%	69%	33%	72%
Appraisals	84%	70%	67%	63%	62%	0%	67%
Develop Marketing Plans	84%	85%	76%	81%	69%	67%	79%
Prepare Brochures	53%	50%	58%	50%	85%	100%	58%
Other Assistance	0%	0%	6%	3%	0%	0%	3%

Effectiveness of Home Marketing Assistance Program

Table 40

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Use Outside Firm	8	14	5	0	12	10	2	11	7	8	6	123
No Answer; Don't Know	1	0	0	0	1	1	1	2	4	1	0	14
Total Answering	7	14	5	0	11	9	1	9	3	7	6	109
Effectiveness of Program												
Very Effective	14%	14%	0%	0%	18%	56%	0%	56%	33%	14%	0%	25%
Fairly Effective	86%	86%	60%	0%	82%	33%	100%	44%	0%	57%	83%	64%
Fairly Ineffective	0%	0%	40%	0%	0%	11%	0%	0%	67%	29%	17%	9%
Very Ineffective	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%

Effectiveness of Home Marketing Assistance Program

Table 40

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Use Outside Firm	4	6	3	3	3	2	3	2	2	12	123
No Answer; Don't Know	0	0	0	1	0	0	1	0	0	1	14
Total Answering	4	6	3	2	3	2	2	2	2	11	109
Effectiveness of Program											
Very Effective	25%	33%	33%	0%	0%	100%	0%	50%	0%	27%	25%
Fairly Effective	75%	50%	67%	50%	100%	0%	100%	50%	50%	64%	64%
Fairly Ineffective	0%	0%	0%	50%	0%	0%	0%	0%	50%	0%	9%
Very Ineffective	0%	17%	0%	0%	0%	0%	0%	0%	0%	9%	2%

Effectiveness of Home Marketing Assistance Program

Table 40

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Use Outside Firm	19	21	33	32	14	3	123
No Answer; Don't Know	2	2	4	4	1	1	14
Total Answering	17	19	29	28	13	2	109
Effectiveness of Program							
Very Effective	24%	16%	35%	29%	8%	0%	25%
Fairly Effective	59%	74%	59%	68%	69%	50%	64%
Fairly Ineffective	12%	11%	7%	4%	15%	50%	9%
Very Ineffective	6%	0%	0%	0%	8%	0%	2%

Companies Providing a Mortgage Interest Differential Allowance

Table 41

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	0	1	0	0	0	1	1	1	0	0	0	6
Total Answering	22	41	20	5	59	88	24	43	30	40	24	600
Mortgage Interest Differential Allowance												
Do Provide	73%	63%	75%	80%	75%	71%	71%	58%	80%	93%	79%	74%
Do not Provide	27%	37%	25%	20%	25%	30%	29%	42%	20%	8%	21%	26%

Companies Providing a Mortgage Interest Differential Allowance

Table 41

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	0	0	0	0	1	0	0	0	0	1	6
Total Answering	15	31	20	15	23	10	11	11	12	56	600
Mortgage Interest Differential Allowance											
Do Provide	67%	84%	85%	53%	83%	90%	82%	82%	83%	70%	74%
Do not Provide	33%	16%	15%	47%	17%	10%	18%	18%	17%	30%	26%

Companies Providing a Mortgage Interest Differential Allowance

Table 41

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	4	0	0	1	0	0	6
Total Answering	205	121	114	90	41	22	600
Mortgage Interest Differential Allowance							
Do Provide	62%	78%	83%	81%	83%	91%	74%
Do not Provide	39%	22%	18%	19%	17%	9%	26%

Number of Homeowners Transferred in 1986 Who Received MIDA Payments

Table 42

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Offer	16	26	15	4	44	62	17	25	24	37	19	445
No Answer; Don't Know	5	2	3	1	6	10	4	2	3	5	2	70
Total Answering	11	24	12	3	38	52	13	23	21	32	17	375
Number of Employees												
None	9%	33%	8%	33%	26%	37%	8%	22%	24%	13%	24%	24%
Less Than 10	9%	38%	42%	33%	40%	35%	54%	61%	19%	44%	18%	38%
10 - 19	18%	8%	8%	33%	21%	12%	15%	9%	24%	6%	6%	13%
20 - 49	36%	17%	8%	0%	13%	10%	15%	9%	19%	16%	18%	14%
50 - 99	18%	0%	33%	0%	0%	6%	8%	0%	14%	13%	18%	7%
100 - 199	0%	4%	0%	0%	0%	2%	0%	0%	0%	6%	6%	3%
200 or Over	9%	0%	0%	0%	0%	0%	0%	0%	0%	3%	12%	1%
Average # Employees	83	10	22	6	8	11	13	6	19	43	133	24
Average % of Trans-ferred Homeowners	18.7	21.5	50.8	27.3	21.4	26.2	22.9	13.6	11.1	25.8	30.9	22.9

Number of Homeowners Transferred in 1986 Who Received MIDA Payments

Table 42

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Herd, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Who Offer	10	26	17	8	19	9	9	9	10	39	445
No Answer; Don't Know	3	5	1	2	3	1	5	0	3	4	70
Total Answering	7	21	16	6	16	8	4	9	7	35	375
Number of Employees											
None	29%	24%	13%	0%	31%	13%	25%	33%	14%	26%	24%
Less Than 10	43%	38%	44%	100%	13%	50%	75%	44%	14%	43%	38%
10 - 19	14%	14%	19%	0%	19%	13%	0%	22%	43%	6%	13%
20 - 49	14%	5%	6%	0%	31%	13%	0%	0%	14%	17%	14%
50 - 99	0%	10%	6%	0%	0%	13%	0%	0%	0%	6%	7%
100 - 199	0%	5%	13%	0%	6%	0%	0%	0%	14%	3%	3%
200 or Over	0%	5%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Average # Employees	9	44	27	3	19	13	2	4	22	12	24
Average % of Transferred Homeowners	12.9	27.9	16.1	16.3	28.6	18.6	14.5	19.8	15.0	23.9	22.9

Number of Homeowners Transferred in 1986 Who Received MIDA Payments

Table 42

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Offer	126	94	94	73	34	20	445
No Answer; Don't Know	10	14	19	14	7	4	70
Total Answering	116	80	75	59	27	16	375
Number of Employees							
None	40%	24%	19%	9%	11%	6%	24%
Less Than 10	51%	43%	41%	17%	33%	0%	38%
10 - 19	6%	18%	15%	22%	15%	6%	13%
20 - 49	3%	16%	13%	24%	22%	19%	14%
50 - 99	0%	0%	12%	19%	11%	19%	7%
100 - 199	0%	0%	0%	10%	4%	25%	3%
200 or Over	0%	0%	0%	0%	4%	25%	1%
Average # Employees	3	8	14	34	34	261	24
Average % of Transferred Homeowners	25.3	24.1	21.0	24.6	9.7	21.2	22.9

Companies Providing Mortgage Buydowns for New Home Purchases

Table 43

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	0	0	0	0	1	1	2	0	0	0	0	8
Total Answering	22	42	20	5	58	88	23	44	30	40	24	598
Mortgage Buydowns												
Do Provide	5%	17%	10%	0%	12%	17%	9%	9%	3%	13%	8%	12%
Do not Provide	96%	83%	90%	100%	88%	83%	91%	91%	97%	88%	92%	89%

Companies Providing Mortgage Buydowns for New Home Purchases

Table 43

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	1	0	0	0	1	0	0	1	0	1	8
Total Answering	14	31	20	15	23	10	11	10	12	56	598
Mortgage Buydowns											
Do Provide	21%	10%	15%	13%	13%	20%	0%	0%	17%	9%	12%
Do not Provide	79%	90%	85%	87%	87%	80%	100%	100%	83%	91%	89%

Companies Providing Mortgage Buydowns for New Home Purchases

Table 43

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	5	1	0	0	1	0	8
Total Answering	204	120	114	91	40	22	598
Mortgage Buydowns							
Do Provide	7%	13%	11%	15%	18%	18%	12%
Do not Provide	93%	87%	90%	85%	83%	82%	89%

Number of Homeowners Transferred in 1986 Who had Mortgages Bought Down

Table 44

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Offer	1	7	2	0	7	15	2	4	1	5	2	69
No Answer; Don't Know	0	1	1	0	1	3	2	1	0	2	1	18
Total Answering	1	6	1	0	6	12	0	3	1	3	1	51
Number of Employees												
None	0%	33%	0%	0%	33%	42%	0%	0%	0%	0%	100%	22%
Less Than 10	100%	17%	0%	0%	50%	33%	0%	67%	0%	67%	0%	31%
10 - 19	0%	17%	100%	0%	17%	0%	0%	33%	0%	0%	0%	12%
20 - 49	0%	17%	0%	0%	0%	17%	0%	0%	0%	0%	0%	10%
50 - 99	0%	0%	0%	0%	0%	8%	0%	0%	100%	33%	0%	12%
100 - 199	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%
200 or Over	0%	17%	0%	0%	0%	0%	0%	0%	0%	0%	0%	12%
Average # Employees	4	65	10	NA	4	12	NA	5	98	22	0	55
Average % of Trans-ferred Homeowners	3.0	22.0	29.0	NA	9.3	31.1	NA	6.7	98.0	38.3	0.0	37.3

Number of Homeowners Transferred in 1986 Who had Mortgages Bought Down

Table 44

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Who Offer	3	3	3	2	3	2	0	0	2	5	69
No Answer; Don't Know	1	0	0	1	2	0	0	0	0	2	18
Total Answering	2	3	3	1	1	2	0	0	2	3	51
Number of Employees											
None	0%	33%	0%	0%	0%	0%	0%	0%	0%	0%	22%
Less Than 10	50%	0%	0%	100%	100%	0%	0%	0%	0%	0%	31%
10 - 19	0%	33%	0%	0%	0%	0%	0%	0%	0%	33%	12%
20 - 49	0%	0%	0%	0%	0%	50%	0%	0%	50%	0%	10%
50 - 99	0%	0%	0%	0%	0%	50%	0%	0%	50%	33%	12%
100 - 199	0%	33%	0%	0%	0%	0%	0%	0%	0%	0%	2%
200 or Over	50%	0%	100%	0%	0%	0%	0%	0%	0%	33%	12%
Average # Employees	138	47	325	8	1	58	NA	NA	43	154	55
Average % of Transferred Homeowners	57.0	35.0	100.0	80.0	7.0	100.0	NA	NA	75.0	41.7	37.3

Number of Homeowners Transferred in 1986 Who had Mortgages Bought Down

Table 44

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Offer	15	16	12	14	7	4	69
No Answer; Don't Know	2	3	4	4	3	1	18
Total Answering	13	13	8	10	4	3	51
Number of Employees							
None	46%	23%	13%	0%	0%	33%	22%
Less Than 10	46%	46%	25%	20%	0%	0%	31%
10 - 19	0%	15%	13%	30%	0%	0%	12%
20 - 49	8%	15%	13%	10%	0%	0%	10%
50 - 99	0%	0%	38%	20%	0%	33%	12%
100 - 199	0%	0%	0%	10%	0%	0%	2%
200 or Over	0%	0%	0%	10%	100%	33%	12%
Average # Employees	3	8	31	57	324	183	55
Average % of Transferred Homeowners	25.1	22.2	43.6	44.1	97.5	36.7	37.3

Companies Having Difficulties with Employees Accepting Transfers into High Cost-of-Living Areas

Table 45

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	1	1	0	0	2	3	5	2	1	1	1	28
Total Answering	21	41	20	5	57	86	20	42	29	39	23	578
Difficulties												
Have Had Difficulties	14%	42%	40%	60%	44%	27%	25%	36%	38%	23%	48%	39%
Have not Had Difficulties	86%	59%	60%	40%	56%	73%	75%	64%	62%	77%	52%	61%

Companies Having Difficulties with Employees Accepting Transfers into High Cost-of-Living Areas

Table 45

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	1	1	0	0	2	1	1	0	0	5	28
Total Answering	14	30	20	15	22	9	10	11	12	52	578
Difficulties											
Have Had Difficulties	57%	43%	55%	47%	55%	11%	40%	27%	75%	50%	39%
Have not Had Difficulties	43%	57%	45%	53%	46%	89%	60%	73%	25%	50%	61%

Companies Having Difficulties with Employees Accepting Transfers into High Cost-of-Living Areas

Table 45

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	5	5	6	5	3	1	28
Total Answering	204	116	108	86	38	21	578
Difficulties							
Have Had Difficulties	29%	36%	48%	49%	42%	52%	39%
Have not Had Difficulties	71%	64%	52%	51%	58%	48%	61%

Companies Offering a Cost-of-Living Differential Allowance

Table 46

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	0	0	0	0	0	0	2	2	0	0	1	7
Total Answering	22	42	20	5	59	89	23	42	30	40	23	599
Cost of Living Differential Allowance												
Do Offer	23%	29%	35%	20%	15%	35%	30%	33%	37%	15%	35%	27%
Do not Offer	77%	71%	65%	80%	85%	65%	70%	67%	63%	85%	65%	73%

Companies Offering a Cost-of-Living Differential Allowance

Table 46

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	0	0	0	0	0	1	0	0	0	1	7
Total Answering	15	31	20	15	24	9	11	11	12	56	599
Cost of Living Differential Allowance											
Do Offer	13%	32%	5%	7%	33%	33%	27%	27%	25%	34%	27%
Do not Offer	87%	68%	95%	93%	67%	67%	73%	73%	75%	66%	73%

Companies Offering a Cost-of-Living Differential Allowance

Table 46

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	3	2	0	2	0	0	7
Total Answering	206	119	114	89	41	22	599
Cost of Living Differential Allowance							
Do Offer	21%	29%	28%	28%	49%	36%	27%
Do not Offer	79%	71%	72%	72%	51%	64%	73%

How Cost-of-Living Differential is Determined

Table 47

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Offer	5	12	7	1	9	31	7	14	11	6	8	164
No Answer; Don't Know	0	0	0	0	0	2	1	0	0	0	1	8
Total Answering	5	12	7	1	9	29	6	14	11	6	7	156
Method of Determining												
Use a Fixed Percent for Given Areas	40%	33%	43%	0%	22%	59%	50%	43%	18%	33%	14%	42%
Use Difference in a Market Basket of Goods	60%	50%	43%	0%	33%	21%	50%	0%	46%	0%	86%	33%
Use Difference in Cost of Housing Only	40%	33%	29%	0%	44%	7%	50%	21%	18%	50%	14%	21%
Use Formula/Reports from Outside Source	20%	0%	0%	100%	11%	14%	0%	14%	27%	0%	0%	9%
Formula Includes Difference in Taxes as Well as Housing and/or Market Basket Costs	0%	0%	0%	0%	0%	10%	0%	0%	0%	0%	0%	2%
Based on Salary	0%	0%	0%	0%	0%	3%	0%	14%	0%	17%	0%	3%
Determine Individually	0%	0%	0%	0%	0%	0%	0%	7%	0%	17%	0%	1%
All Other Methods	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	14%	1%

How Cost-of-Living Differential is Determined

Table 47

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Offer	2	10	1	1	8	3	3	3	3	19	164
No Answer; Don't Know	0	0	0	1	1	0	0	0	0	2	8
Total Answering	2	10	1	0	7	3	3	3	3	17	156
Method of Determining											
Use a Fixed Percent for Given Areas	50%	40%	0%	0%	29%	33%	67%	33%	100%	59%	42%
Use Difference in a Market Basket of Goods	50%	40%	0%	0%	57%	33%	0%	67%	0%	24%	33%
Use Difference in Cost of Housing Only	0%	20%	100%	0%	14%	0%	0%	0%	0%	18%	21%
Use Formula/Reports from Outside Source	0%	0%	0%	0%	0%	33%	0%	0%	0%	6%	9%
Formula Includes Difference in Taxes as Well as Housing and/or Market Basket Costs	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%
Based on Salary	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%
Determine Individually	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
All Other Methods	0%	0%	0%	0%	0%	0%	33%	0%	0%	0%	1%

How Cost-of-Living Differential is Determined

Table 47

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Offer	43	35	32	25	20	8	164
No Answer; Don't Know	2	3	1	1	1	0	8
Total Answering	41	32	31	24	19	8	156
Method of Determining							
Use a Fixed Percent for Given Areas	44%	38%	48%	46%	37%	38%	42%
Use Difference in a Market Basket of Goods	32%	25%	29%	38%	42%	38%	33%
Use Difference in Cost of Housing Only	22%	19%	29%	13%	26%	13%	21%
Use Formula/Reports from Outside Source	12%	9%	7%	8%	5%	13%	9%
Formula Includes Difference in Taxes as Well as Housing and/or Market Basket Costs	5%	0%	3%	0%	0%	0%	2%
Based on Salary	2%	9%	0%	0%	0%	0%	3%
Determine Individually	0%	0%	0%	8%	0%	0%	1%
All Other Methods	0%	3%	0%	0%	5%	0%	1%

Type of Cost-of-Living Differential Payment Made

Table 48

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Offer	5	12	7	1	9	31	7	14	11	6	8	164
No Answer; Don't Know	0	0	0	0	0	1	1	0	0	0	0	4
Total Answering	5	12	7	1	9	30	6	14	11	6	8	160
Type of Payment												
Salary Supplement in Each Pay Period	20%	17%	43%	0%	56%	50%	50%	43%	36%	67%	63%	48%
Quarterly/Semi-Annual Payment	20%	33%	14%	0%	11%	10%	17%	7%	36%	0%	0%	13%
Annual Payment	0%	25%	0%	100%	0%	7%	17%	14%	18%	0%	0%	12%
One Lump Sum Payment at Time of Move	60%	25%	43%	0%	22%	30%	17%	29%	9%	33%	38%	25%
Employee Can Choose	0%	0%	0%	0%	11%	3%	0%	7%	0%	0%	0%	3%

Type of Cost-of-Living Differential Payment Made

Table 48

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Offer	2	10	1	1	8	3	3	3	3	19	164
No Answer; Don't Know	0	0	1	0	0	0	0	0	0	1	4
Total Answering	2	10	0	1	8	3	3	3	3	18	160
Type of Payment											
Salary Supplement in Each Pay Period	0%	30%	0%	100%	50%	33%	33%	33%	33%	89%	48%
Quarterly/Semi-Annual Payment	100%	10%	0%	0%	13%	33%	0%	0%	0%	0%	13%
Annual Payment	0%	40%	0%	0%	25%	0%	0%	33%	0%	6%	12%
One Lump Sum Payment at Time of Move	0%	20%	0%	0%	13%	0%	67%	33%	67%	6%	25%
Employee Can Choose	0%	0%	0%	0%	0%	33%	0%	0%	0%	0%	3%

Type of Cost-of-Living Differential Payment Made

Table 48

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Offer	43	35	32	25	20	8	164
No Answer; Don't Know	0	1	1	1	1	0	4
Total Answering	43	34	31	24	19	8	160
Type of Payment							
Salary Supplement in Each Pay Period	77%	35%	45%	25%	47%	25%	48%
Quarterly/Semi-Annual Payment	0%	21%	10%	21%	21%	13%	13%
Annual Payment	9%	3%	16%	13%	21%	25%	12%
One Lump Sum Payment at Time of Move	14%	32%	29%	38%	11%	38%	25%
Employee Can Choose	0%	9%	0%	4%	0%	0%	3%

Length of Time Salary Supplement Payments are made for Cost-of-Living Differential

Table 49

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Offer Salary Supplements	2	9	4	1	6	20	5	9	10	4	5	116
No Answer; Don't Know	0	0	0	0	0	3	0	0	0	0	1	6
Total Answering	2	9	4	1	6	17	5	9	10	4	4	110
Length of Time												
One Year	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%
Two Years	50%	11%	50%	0%	0%	0%	20%	11%	20%	25%	25%	11%
Three Years	0%	56%	25%	100%	17%	18%	20%	22%	60%	25%	0%	29%
Four Years	0%	11%	0%	0%	0%	18%	0%	0%	0%	0%	0%	6%
Five Years	0%	0%	0%	0%	0%	12%	0%	0%	0%	25%	25%	6%
More Than Five Years	0%	0%	0%	0%	17%	0%	0%	0%	0%	0%	0%	1%
As Long as They are There	50%	22%	25%	0%	67%	53%	60%	67%	20%	25%	50%	46%

Length of Time Salary Supplement Payments are made for Cost-of-Living Differential

Table 49

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Offer Salary Supplements	2	8	0	1	7	2	1	2	1	17	116
No Answer; Don't Know	0	2	0	0	0	0	0	0	0	0	6
Total Answering	2	6	0	1	7	2	1	2	1	17	110
Length of Time											
One Year	50%	0%	0%	0%	0%	50%	0%	0%	0%	6%	3%
Two Years	50%	17%	0%	0%	0%	0%	0%	0%	0%	0%	11%
Three Years	0%	50%	0%	0%	57%	0%	0%	50%	0%	18%	29%
Four Years	0%	0%	0%	0%	0%	0%	0%	0%	0%	12%	6%
Five Years	0%	17%	0%	0%	0%	0%	0%	0%	0%	6%	6%
More Than Five Years	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
As Long as They are There	0%	17%	0%	100%	43%	50%	100%	50%	100%	59%	46%

Length of Time Salary Supplement Payments are made for Cost-of-Living Differential

Table 49

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Offer Salary Supplements	37	20	22	14	17	5	116
No Answer; Don't Know	3	1	1	1	0	0	6
Total Answering	34	19	21	13	17	5	110
Length of Time							
One Year	3%	5%	0%	8%	0%	0%	3%
Two Years	3%	11%	5%	23%	18%	40%	11%
Three Years	12%	26%	48%	46%	41%	0%	29%
Four Years	6%	5%	0%	8%	6%	0%	6%
Five Years	3%	11%	0%	8%	6%	20%	6%
More Than Five Years	0%	5%	0%	0%	0%	0%	1%
As Long as They are There	74%	37%	48%	8%	29%	40%	46%

Companies Using Cost-of-Living Statistics Provided by Outside Sources

Table 50

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Offer	5	12	7	1	9	31	7	14	11	6	8	164
No Answer; Don't Know	0	0	1	0	0	3	1	0	1	0	0	8
Total Answering	5	12	6	1	9	28	6	14	10	6	8	156
Outside Cost of Living Statistics												
Do Use	80%	92%	33%	100%	78%	64%	67%	86%	100%	83%	88%	81%
Do not Use	20%	8%	67%	0%	22%	36%	33%	14%	0%	17%	13%	19%

Companies Using Cost-of-Living Statistics Provided by Outside Sources

Table 50

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Offer	2	10	1	1	8	3	3	3	3	19	164
No Answer; Don't Know	0	0	0	1	1	0	0	0	0	0	8
Total Answering	2	10	1	0	7	3	3	3	3	19	156
Outside Cost of Living Statistics											
Do Use	100%	100%	100%	0%	100%	67%	67%	100%	67%	90%	81%
Do not Use	0%	0%	0%	0%	0%	33%	33%	0%	33%	11%	19%

Companies Using Cost-of-Living Statistics Provided by Outside Sources

Table 50

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Offer	43	35	32	25	20	8	164
No Answer; Don't Know	3	3	1	0	1	0	8
Total Answering	40	32	31	25	19	8	156
Outside Cost of Living Statistics							
Do Use	73%	78%	84%	84%	95%	88%	81%
Do not Use	28%	22%	16%	16%	5%	13%	19%

Frequency with which Cost-of-Living Statistics are Updated

Table 51

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Use	4	11	2	1	7	18	4	12	10	5	7	127
No Answer; Don't Know	0	2	0	1	1	1	2	5	2	1	0	22
Total Answering	4	9	2	0	6	17	2	7	8	4	7	105
Frequency												
Monthly	0%	22%	0%	0%	0%	13%	0%	0%	0%	25%	0%	8%
Every Other Month	0%	11%	0%	0%	0%	0%	50%	14%	0%	0%	14%	6%
Semi-Annually	25%	0%	0%	0%	17%	0%	0%	0%	13%	25%	14%	8%
Annually	75%	56%	0%	0%	67%	59%	50%	86%	88%	50%	57%	65%
Every Other Year	0%	11%	50%	0%	17%	13%	0%	0%	0%	0%	14%	8%
Less Often	0%	0%	50%	0%	0%	13%	0%	0%	0%	0%	0%	6%

Frequency with which Cost-of-Living Statistics are Updated

Table 51

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Who Use	2	10	1	0	7	2	2	3	2	17	127
No Answer; Don't Know	1	1	0	0	0	0	0	0	1	4	22
Total Answering	1	9	1	0	7	2	2	3	1	13	105
Frequency											
Monthly	0%	11%	0%	0%	0%	50%	0%	0%	0%	8%	8%
Every Other Month	0%	0%	0%	0%	0%	0%	0%	0%	0%	15%	6%
Semi-Annually	0%	0%	0%	0%	14%	50%	0%	0%	0%	15%	8%
Annually	100%	67%	100%	0%	86%	0%	100%	67%	100%	46%	65%
Every Other Year	0%	0%	0%	0%	0%	0%	0%	33%	0%	8%	8%
Less Often	0%	22%	0%	0%	0%	0%	0%	0%	0%	8%	6%

Frequency with which Cost-of-Living Statistics are Updated

Table 51

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Use	29	25	26	21	18	7	127
No Answer; Don't Know	7	4	6	2	3	0	22
Total Answering	22	21	20	19	15	7	105
Frequency							
Monthly	14%	0%	10%	11%	7%	0%	8%
Every Other Month	0%	5%	10%	5%	13%	0%	6%
Semi-Annually	5%	10%	15%	5%	13%	0%	8%
Annually	55%	71%	55%	68%	67%	86%	65%
Every Other Year	14%	10%	5%	5%	0%	14%	8%
Less Often	14%	5%	5%	5%	0%	0%	6%

Factors Included in Cost-of-Living Statistics Used

Table 52

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Use	4	11	2	1	7	18	4	12	10	5	7	127
No Answer; Don't Know	0	0	0	0	1	3	0	2	0	0	1	8
Total Answering	4	11	2	1	6	15	4	10	10	5	6	119
Factors Included												
Cost of a House	100%	91%	100%	0%	100%	87%	100%	90%	100%	100%	83%	91%
Non-Mortgage Housing Costs (Property Taxes, Utilities, etc.)	100%	82%	50%	100%	83%	80%	75%	40%	90%	40%	83%	77%
State and Local Income Taxes	100%	73%	100%	100%	100%	73%	75%	40%	90%	40%	83%	76%
Transportation Costs	100%	73%	100%	100%	83%	53%	75%	40%	80%	20%	67%	69%
Market Basket Costs of Food, Clothing, etc.	75%	73%	50%	100%	100%	80%	100%	50%	70%	60%	83%	69%
All Other	0%	9%	0%	0%	0%	0%	0%	10%	0%	0%	0%	3%

Factors Included in Cost-of-Living Statistics Used

Table 52

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Who Use	2	10	1	0	7	2	2	3	2	17	127
No Answer; Don't Know	0	0	0	0	1	0	0	0	0	0	8
Total Answering	2	10	1	0	6	2	2	3	2	17	119
Factors Included											
Cost of a House	100%	70%	100%	0%	83%	100%	100%	100%	100%	94%	91%
Non-Mortgage Housing Costs (Property Taxes, Utilities, etc.)	50%	90%	0%	0%	83%	50%	100%	100%	100%	82%	77%
State and Local Income Taxes	50%	70%	0%	0%	83%	50%	100%	100%	50%	88%	76%
Transportation Costs	50%	70%	0%	0%	83%	50%	100%	100%	100%	77%	69%
Market Basket Costs of Food, Clothing, etc.	0%	50%	0%	0%	50%	100%	50%	100%	100%	65%	69%
All Other	0%	0%	0%	0%	17%	0%	0%	0%	0%	0%	3%

Factors Included in Cost-of-Living Statistics Used

Table 52

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Use	29	25	26	21	18	7	127
No Answer; Don't Know	3	5	0	0	0	0	8
Total Answering	26	20	26	21	18	7	119
Factors Included							
Cost of a House	77%	90%	100%	91%	100%	100%	91%
Non-Mortgage Housing Costs (Property Taxes, Utilities, etc.)	77%	60%	69%	86%	94%	86%	77%
State and Local Income Taxes	65%	65%	62%	95%	89%	100%	76%
Transportation Costs	58%	60%	65%	81%	83%	71%	69%
Market Basket Costs of Food, Clothing, etc.	81%	60%	50%	81%	72%	71%	69%
All Other	4%	10%	0%	0%	0%	0%	3%

Companies with a Need for International Cost-of-Living Statistics

Table 53

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Use	4	11	2	1	7	18	4	12	10	5	7	127
No Answer; Don't Know	0	1	0	0	0	0	0	0	0	0	0	1
Total Answering	4	10	2	1	7	18	4	12	10	5	7	126
International Cost of Living Statistics												
Already Receive Such Statistics	75%	0%	0%	0%	57%	17%	50%	8%	50%	40%	57%	31%
Don't Receive but Have Need for Such Statistics	0%	10%	0%	0%	14%	0%	25%	0%	10%	20%	0%	4%
Don't Need International Statistics	25%	90%	100%	100%	29%	83%	25%	92%	40%	40%	43%	65%

Companies with a Need for International Cost-of-Living Statistics

Table 53

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Use	2	10	1	0	7	2	2	3	2	17	127
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	1
Total Answering	2	10	1	0	7	2	2	3	2	17	126
International Cost of Living Statistics											
Already Receive Such Statistics	0%	50%	0%	0%	14%	100%	0%	33%	0%	35%	31%
Don't Receive but Have Need for Such Statistics	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%
Don't Need International Statistics	100%	50%	100%	0%	86%	0%	100%	67%	100%	65%	65%

Companies with a Need for International Cost-of-Living Statistics

Table 53

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Use	29	25	26	21	18	7	127
No Answer; Don't Know	0	0	0	0	1	0	1
Total Answering	29	25	26	21	17	7	126
International Cost of Living Statistics							
Already Receive Such Statistics	21%	20%	27%	43%	53%	29%	31%
Don't Receive but Have Need for Such Statistics	0%	0%	8%	5%	6%	14%	4%
Don't Need International Statistics	79%	80%	65%	52%	41%	57%	65%

Companies Providing Tax Adder Payments to Offset the Tax Liability on Payments to Employees which may be Considered Income

Table 54

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	1	2	1	0	2	6	2	3	2	0	1	30
Total Answering	21	40	19	5	57	83	23	41	28	40	23	576
Tax Adder Payments												
Do Provide	76%	48%	53%	20%	77%	76%	70%	54%	68%	80%	65%	68%
Do not Provide	24%	53%	47%	80%	23%	24%	30%	46%	32%	20%	35%	32%

Companies Providing Tax Adder Payments to Offset the Tax Liability on Payments to Employees which may be Considered Income

Table 54

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	1	1	1	1	1	1	0	1	1	2	30
Total Answering	14	30	19	14	23	9	11	10	11	55	576
Tax Adder Payments											
Do Provide	79%	70%	84%	64%	70%	89%	64%	80%	64%	55%	68%
Do not Provide	21%	30%	16%	36%	30%	11%	36%	20%	36%	46%	32%

Companies Providing Tax Adder Payments to Offset the Tax Liability on Payments to Employees which may be Considered Income

Table 54

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	13	6	6	4	0	1	30
Total Answering	196	115	108	87	41	21	576
Tax Adder Payments							
Do Provide	58%	67%	75%	70%	81%	91%	68%
Do not Provide	42%	33%	25%	30%	20%	10%	32%

Method of Calculating Additional Tax Liability

Table 55

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Providing Tax Adder Payments	16	19	10	1	44	63	16	22	19	32	15	390
No Answer; Don't Know	2	0	1	0	0	1	2	3	1	4	0	23
Total Answering	14	19	9	1	44	62	14	19	18	28	15	367
Method of Calculating Liability												
Reimburse Fixed Percent of Non-Deductible Moving Expenses	21%	26%	22%	0%	16%	32%	14%	42%	17%	18%	7%	23%
Reimburse Actual Estimated Tax Based on Employee's Income, Dependents & Deductions	79%	63%	78%	0%	71%	58%	86%	42%	72%	64%	67%	64%
Reimburse Based on a Schedule of Salary Ranges	0%	11%	0%	100%	11%	10%	0%	16%	11%	18%	27%	13%
Other Methods	0%	0%	0%	0%	2%	0%	0%	0%	0%	0%	0%	1%

Method of Calculating Additional Tax Liability

Table 55

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Providing Tax Adder Payments	11	21	16	9	16	8	7	8	7	30	390
No Answer; Don't Know	1	1	2	1	1	0	0	2	1	0	23
Total Answering	10	20	14	8	15	8	7	6	6	30	367
Method of Calculating Liability											
Reimburse Fixed Percent of Non-Deductible Moving Expenses	30%	5%	36%	38%	20%	25%	0%	17%	17%	27%	23%
Reimburse Actual Estimated Tax Based on Employee's Income, Dependents & Deductions	40%	90%	57%	38%	67%	63%	43%	67%	50%	60%	64%
Reimburse Based on a Schedule of Salary Ranges	30%	5%	7%	25%	13%	0%	57%	17%	33%	13%	13%
Other Methods	0%	0%	0%	0%	0%	13%	0%	0%	0%	0%	1%

Method of Calculating Additional Tax Liability

Table 55

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Providing Tax Adder Payments	114	77	81	61	33	19	390
No Answer; Don't Know	4	7	8	1	1	1	23
Total Answering	110	70	73	60	32	18	367
Method of Calculating Liability							
Reimburse Fixed Percent of Non-Deductible Moving Expenses	22%	29%	23%	23%	19%	11%	23%
Reimburse Actual Estimated Tax Based on Employee's Income, Dependents & Deductions	66%	54%	66%	63%	66%	72%	64%
Reimburse Based on a Schedule of Salary Ranges	12%	14%	11%	13%	16%	17%	13%
Other Methods	0%	3%	0%	0%	0%	0%	1%

Income Base Used to Calculate Additional Tax Liability

Table 56

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Providing Tax Adder Payments Based on Salary	11	14	7	1	37	42	12	11	15	23	14	284
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	11	14	7	1	37	42	12	11	15	23	14	284
Income Base Used												
Actual or Expected Income from Company Including Bonus, Commissions, etc.	58%	64%	43%	100%	53%	58%	83%	42%	44%	72%	36%	58%
New Annualized Salary After Transfer	42%	21%	29%	0%	36%	20%	8%	42%	50%	24%	50%	27%
Actual Family Income Including Spouse's or Other Outside Income	0%	14%	14%	0%	8%	20%	0%	8%	0%	4%	7%	9%
Pre-Transfer Salary	0%	0%	14%	0%	3%	3%	8%	8%	0%	0%	7%	6%
All Other	0%	0%	0%	0%	0%	0%	0%	0%	6%	0%	0%	0%

Income Base Used to Calculate Additional Tax Liability

Table 56

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Providing Tax Adder Payments Based on Salary	7	19	9	5	12	6	7	5	5	22	284
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	7	19	9	5	12	6	7	5	5	22	284
Income Base Used											
Actual or Expected Income from Company Including Bonus, Commissions, etc.	88%	61%	70%	60%	58%	50%	57%	80%	20%	52%	58%
New Annualized Salary After Transfer	13%	17%	20%	20%	25%	17%	14%	0%	40%	24%	27%
Actual Family Income Including Spouse's or Other Outside Income	0%	6%	10%	20%	0%	33%	0%	0%	20%	19%	9%
Pre-Transfer Salary	0%	17%	0%	0%	17%	0%	29%	20%	20%	5%	6%
All Other	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Income Base Used to Calculate Additional Tax Liability

Table 56

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Providing Tax Adder Payments Based on Salary	86	50	56	46	26	16	284
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	86	50	56	46	26	16	284
Income Base Used							
Actual or Expected Income from Company Including Bonus, Commissions, etc.	57%	58%	66%	50%	56%	50%	58%
New Annualized Salary After Transfer	22%	28%	21%	30%	33%	50%	27%
Actual Family Income Including Spouse's or Other Outside Income	15%	8%	7%	13%	0%	0%	9%
Pre-Transfer Salary	6%	6%	5%	7%	7%	0%	6%
All Other	0%	0%	0%	0%	4%	0%	0%

Deductions Used in Calculating Additional Tax Liability

Table 57

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Providing Tax Adder Payments Based on Salary	11	14	7	1	37	42	12	11	15	23	14	284
No Answer; Don't Know	0	1	0	0	5	3	1	0	2	3	1	21
Total Answering	11	13	7	1	32	39	11	11	13	20	13	263
Deductions Used												
Standard Deduction as Included in Tax Tables	42%	62%	29%	0%	53%	51%	27%	50%	50%	48%	54%	48%
Actual Itemized Deductions	8%	15%	57%	0%	34%	33%	46%	25%	7%	26%	31%	26%
Tables of Average Itemized Deductions at Various Salary Levels	33%	8%	0%	100%	6%	10%	27%	0%	14%	13%	0%	12%
Use Flat Percent of Total Income	17%	15%	14%	0%	6%	5%	0%	25%	29%	13%	15%	14%
All Other	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Deductions Used in Calculating Additional Tax Liability

Table 57

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Providing Tax Adder Payments Based on Salary	7	19	9	5	12	6	7	5	5	22	284
No Answer; Don't Know	0	0	1	0	0	0	2	1	0	1	21
Total Answering	7	19	8	5	12	6	5	4	5	21	263
Deductions Used											
Standard Deduction as Included in Tax Tables	38%	47%	63%	40%	50%	50%	20%	50%	40%	52%	48%
Actual Itemized Deductions	25%	32%	25%	0%	17%	17%	20%	0%	40%	19%	26%
Tables of Average Itemized Deductions at Various Salary Levels	38%	11%	0%	20%	0%	17%	20%	50%	0%	10%	12%
Use Flat Percent of Total Income	0%	11%	13%	40%	25%	17%	40%	0%	20%	19%	14%
All Other	0%	0%	0%	0%	8%	0%	0%	0%	0%	0%	0%

Deductions Used in Calculating Additional Tax Liability

Table 57

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Providing Tax Adder Payments Based on Salary	86	50	56	46	26	16	284
No Answer; Don't Know	3	5	5	5	3	0	21
Total Answering	83	45	51	41	23	16	263
Deductions Used							
Standard Deduction as Included in Tax Tables	45%	48%	48%	50%	54%	47%	48%
Actual Itemized Deductions	31%	26%	33%	17%	21%	18%	26%
Tables of Average Itemized Deductions at Various Salary Levels	7%	13%	8%	10%	21%	35%	12%
Use Flat Percent of Total Income	18%	13%	12%	21%	4%	0%	14%
All Other	0%	0%	0%	2%	0%	0%	0%

Whether Tax Adder Payments also Cover State and Local Taxes

Table 58

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Providing Tax Adder Payments	16	19	10	1	44	63	16	22	19	32	15	390
No Answer; Don't Know	1	0	1	0	1	3	0	1	0	1	0	17
Total Answering	15	19	9	1	43	60	16	21	19	31	15	373
Taxes Covered												
Federal Taxes Only	47%	37%	22%	0%	54%	27%	25%	38%	21%	16%	33%	34%
Federal and State Taxes Only	7%	21%	11%	0%	7%	5%	0%	19%	16%	10%	7%	9%
Federal, State and Local Taxes	47%	42%	67%	100%	40%	68%	75%	43%	63%	74%	60%	57%

Whether Tax Adder Payments also Cover State and Local Taxes

Table 58

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Providing Tax Adder Payments	11	21	16	9	16	8	7	8	7	30	390
No Answer; Don't Know	1	0	3	1	1	0	0	2	0	1	17
Total Answering	10	21	13	8	15	8	7	6	7	29	373
Taxes Covered											
Federal Taxes Only	20%	24%	46%	63%	53%	38%	14%	17%	43%	35%	34%
Federal and State Taxes Only	40%	14%	0%	0%	20%	0%	0%	17%	0%	3%	9%
Federal, State and Local Taxes	40%	62%	54%	38%	27%	63%	86%	67%	57%	62%	57%

Whether Tax Adder Payments also Cover State and Local Taxes

Table 58

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Providing Tax Adder Payments	114	77	81	61	33	19	390
No Answer; Don't Know	6	5	5	0	1	0	17
Total Answering	108	72	76	61	32	19	373
Taxes Covered							
Federal Taxes Only	42%	42%	24%	30%	22%	32%	34%
Federal and State Taxes Only	7%	6%	13%	10%	19%	5%	9%
Federal, State and Local Taxes	51%	53%	63%	61%	59%	63%	57%

Companies which also Reimburse Employees for the Tax Gross-Up (or Tax on Tax) on the Tax Adder Payment

Table 59

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Providing Tax Adder Payments	16	19	10	1	44	63	16	22	19	32	15	390
No Answer; Don't Know	3	1	1	0	2	5	5	3	1	5	0	34
Total Answering	13	18	9	1	42	58	11	19	18	27	15	356
Also Reimburse Tax Gross-Up												
Do Reimburse	69%	67%	67%	100%	74%	69%	91%	32%	67%	74%	73%	67%
Do not Reimburse	31%	33%	33%	0%	26%	31%	9%	68%	33%	26%	27%	33%

Companies which also Reimburse Employees for the Tax Gross-Up (or Tax on Tax) on the Tax Adder Payment

Table 59

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Providing Tax Adder Payments	11	21	16	9	16	8	7	8	7	30	390
No Answer; Don't Know	0	0	1	0	2	0	0	2	0	3	34
Total Answering	11	21	15	9	14	8	7	6	7	27	356
Also Reimburse Tax Gross-Up											
Do Reimburse	82%	62%	40%	67%	71%	63%	86%	67%	29%	74%	67%
Do not Reimburse	18%	38%	60%	33%	29%	38%	14%	33%	71%	26%	33%

Companies which also Reimburse Employees for the Tax Gross-Up (or Tax on Tax) on the Tax Adder Payment

Table 59

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Providing Tax Adder Payments	114	77	81	61	33	19	390
No Answer; Don't Know	8	10	7	5	2	1	34
Total Answering	106	67	74	56	31	18	356
Also Reimburse Tax Gross-Up							
Do Reimburse	66%	64%	70%	63%	65%	83%	67%
Do not Reimburse	34%	36%	30%	38%	36%	17%	33%

Method of Calculating Tax Gross-Up

Table 60

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Providing Gross-Up on Tax Adder Payments	9	12	6	1	31	40	10	6	12	20	11	239
No Answer; Don't Know	1	0	0	0	0	2	0	0	0	0	1	6
Total Answering	8	12	6	1	31	38	10	6	12	20	10	233
Method of Calculating												
Calculate on an Individual Basis	75%	92%	67%	100%	77%	82%	80%	100%	83%	85%	80%	81%
Use Flat Percent or a Schedule Based on Salary Ranges	25%	8%	33%	0%	23%	18%	20%	0%	17%	15%	20%	19%
Other Methods	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Method of Calculating Tax-Gross-Up

Table 60

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Providing Gross-Up on Tax Adder Payments	9	13	6	6	10	5	6	4	2	20	239
No Answer; Don't Know	1	0	1	0	0	0	0	0	0	0	6
Total Answering	8	13	5	6	10	5	6	4	2	20	233
Method of Calculating											
Calculate on an Individual Basis	63%	92%	80%	67%	80%	80%	83%	75%	100%	80%	81%
Use Flat Percent or a Schedule Based on Salary Ranges	38%	8%	20%	33%	20%	20%	17%	25%	0%	20%	19%
Other Methods	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Method of Calculating Tax Gross-Up

Table 60

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Providing Gross-Up on Tax Adder Payments	70	43	52	35	20	15	239
No Answer; Don't Know	2	0	1	1	2	0	6
Total Answering	68	43	51	34	18	15	233
Method of Calculating							
Calculate on an Individual Basis	85%	74%	86%	79%	83%	60%	81%
Use Flat Percent or a Schedule Based on Salary Ranges	15%	26%	14%	21%	17%	40%	19%
Other Methods	0%	0%	0%	0%	0%	0%	0%

Whether Tax Gross-Up Payments also Cover State and Local Taxes

Table 61

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Providing Gross-Up on Tax Adder Payments	9	12	6	1	31	40	10	6	12	20	11	239
No Answer; Don't Know	0	1	1	0	2	1	1	0	0	0	0	10
Total Answering	9	11	5	1	29	39	9	6	12	20	11	229
Taxes Covered												
Federal Taxes Only	22%	27%	20%	0%	45%	26%	22%	33%	25%	10%	18%	24%
Federal and State Taxes Only	11%	18%	20%	0%	3%	3%	0%	0%	8%	5%	0%	7%
Federal, State and Local Taxes	67%	55%	60%	100%	52%	72%	78%	67%	67%	85%	82%	70%

Whether Tax Gross-Up Payments also Cover State and Local Taxes

Table 61

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Providing Gross-Up on Tax Adder Payments	9	13	6	6	10	5	6	4	2	20	239
No Answer; Don't Know	1	0	1	1	1	0	0	0	0	0	10
Total Answering	8	13	5	5	9	5	6	4	2	20	229
Taxes Covered											
Federal Taxes Only	0%	15%	20%	40%	44%	0%	17%	0%	0%	20%	24%
Federal and State Taxes Only	25%	8%	0%	0%	33%	0%	0%	0%	0%	5%	7%
Federal, State and Local Taxes	75%	77%	80%	60%	22%	100%	83%	100%	100%	75%	70%

Whether Tax Gross-Up Payments also Cover State and Local Taxes

Table 61

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Providing Gross-Up on Tax Adder Payments	70	43	52	35	20	15	239
No Answer; Don't Know	4	2	4	0	0	0	10
Total Answering	66	41	48	35	20	15	229
Taxes Covered							
Federal Taxes Only	27%	34%	19%	11%	25%	20%	24%
Federal and State Taxes Only	5%	2%	10%	6%	15%	7%	7%
Federal, State and Local Taxes	68%	63%	71%	83%	60%	73%	70%

Whether Tax Adder Payments also Cover MIDA, COLA or Direct Mortgage Assistance Payments to Employees

Table 62

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Providing Tax Adder Payments	16	19	10	1	44	63	16	22	19	32	15	390
No Answer; Don't Know	0	0	0	0	2	1	2	0	0	1	0	11
Total Answering	16	19	10	1	42	62	14	22	19	31	15	379
Other Assistance Covered												
Covers MIDA Payments	0%	16%	20%	0%	24%	16%	0%	23%	16%	16%	13%	17%
Covers COLA Payments	19%	11%	20%	0%	7%	15%	0%	14%	21%	3%	13%	10%
Covers Direct Mortgage Assistance	0%	11%	20%	0%	10%	18%	0%	5%	11%	3%	13%	10%
None of the Above	81%	74%	60%	100%	76%	73%	100%	73%	68%	81%	87%	76%

Whether Tax Adder Payments also Cover MIDA, COLA or Direct Mortgage Assistance Payments to Employees

Table 62

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Providing Tax Adder Payments	11	21	16	9	16	8	7	8	7	30	390
No Answer; Don't Know	2	1	1	0	0	0	0	1	0	0	11
Total Answering	9	20	15	9	16	8	7	7	7	30	379
Other Assistance Covered											
Covers MIDA Payments	11%	30%	33%	11%	6%	25%	29%	29%	14%	10%	17%
Covers COLA Payments	0%	25%	7%	0%	6%	25%	0%	0%	0%	3%	10%
Covers Direct Mortgage Assistance	11%	25%	0%	0%	0%	25%	0%	0%	0%	10%	10%
None of the Above	78%	60%	60%	89%	88%	50%	71%	71%	86%	87%	76%

Whether Tax Adder Payments also Cover MIDA, COLA or Direct Mortgage Assistance Payments to Employees

Table 62

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Providing Tax Adder Payments	114	77	81	61	33	19	390
No Answer; Don't Know	2	3	2	1	3	0	11
Total Answering	112	74	79	60	30	19	379
Other Assistance Covered							
Covers MIDA Payments	18%	22%	23%	8%	10%	5%	17%
Covers COLA Payments	9%	11%	6%	12%	17%	16%	10%
Covers Direct Mortgage Assistance	10%	18%	9%	5%	7%	0%	10%
None of the Above	78%	69%	75%	82%	80%	79%	76%

Average Cost to Relocate a Homeowner in 1986 (excluding MIDA, COLA or Other Subsidy Payments)

Table 63

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Moving Home-owners	22	42	20	5	59	88	24	44	30	40	24	603
No Answer; Don't Know	3	11	3	0	4	12	7	9	3	5	3	91
Total Answering	19	31	17	5	55	76	17	35	27	35	21	512
Cost Per Employee												
Under $10,000	0%	10%	0%	0%	2%	12%	18%	9%	7%	9%	0%	7%
$10,000 - $14,999	5%	7%	0%	0%	4%	5%	12%	6%	0%	11%	0%	5%
$15,000 - $19,999	5%	7%	18%	0%	7%	13%	0%	14%	7%	11%	0%	9%
$20,000 - $24,999	11%	10%	12%	20%	22%	11%	12%	15%	11%	11%	0%	10%
$25,000 - $29,999	5%	13%	18%	60%	15%	20%	29%	11%	22%	23%	14%	18%
$30,000 - $34,999	16%	30%	12%	20%	23%	16%	18%	29%	7%	20%	42%	21%
$35,000 - $39,999	16%	10%	24%	0%	15%	7%	12%	6%	22%	11%	29%	15%
$40,000 - $44,999	21%	3%	0%	0%	9%	8%	0%	9%	19%	3%	10%	9%
$45,000 - $49,999	5%	7%	0%	0%	2%	4%	0%	3%	0%	0%	0%	2%
$50,000 or Over	16%	7%	18%	0%	2%	5%	0%	0%	4%	0%	5%	4%
Average Cost in $000	35.63	28.06	30.18	25.40	27.75	25.76	22.12	24.60	29.85	23.54	34.43	27.63

Average Cost to Relocate a Homeowner in 1986 (excluding MIDA, COLA or Other Subsidy Payments)

Table 63

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Moving Home-owners	15	31	20	15	23	10	11	11	12	57	603
No Answer; Don't Know	2	2	3	3	5	1	0	4	0	11	91
Total Answering	13	29	17	12	18	9	11	7	12	46	512
Cost Per Employee											
Under $10,000	0%	7%	0%	0%	6%	11%	0%	29%	0%	11%	7%
$10,000 - $14,999	0%	3%	6%	8%	6%	11%	18%	14%	0%	2%	5%
$15,000 - $19,999	0%	0%	12%	0%	11%	11%	9%	0%	8%	15%	9%
$20,000 - $24,999	23%	10%	0%	0%	6%	0%	9%	0%	8%	4%	10%
$25,000 - $29,999	8%	14%	12%	17%	28%	44%	9%	29%	25%	22%	18%
$30,000 - $34,999	15%	10%	53%	33%	28%	11%	27%	29%	25%	11%	21%
$35,000 - $39,999	23%	38%	6%	25%	6%	0%	9%	0%	25%	22%	15%
$40,000 - $44,999	15%	10%	6%	17%	6%	0%	9%	0%	8%	9%	9%
$45,000 - $49,999	8%	0%	0%	0%	6%	11%	0%	0%	0%	2%	2%
$50,000 or Over	8%	7%	6%	0%	0%	0%	9%	0%	0%	2%	4%
Average Cost in $000	33.77	31.00	29.65	30.75	26.22	23.33	27.82	19.00	29.25	26.15	27.63

Average Cost to Relocate a Homeowner in 1986 (excluding MIDA, COLA or Other Subsidy Payments)

Table 63

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Moving Homeowners	206	121	114	91	41	22	603
No Answer; Don't Know	32	19	15	12	6	3	91
Total Answering	174	102	99	79	35	19	512
Cost Per Employee							
Under $10,000	10%	5%	3%	5%	9%	0%	7%
$10,000 - $14,999	7%	7%	4%	4%	0%	5%	5%
$15,000 - $19,999	13%	7%	9%	1%	9%	11%	9%
$20,000 - $24,999	16%	11%	7%	8%	3%	0%	10%
$25,000 - $29,999	14%	25%	27%	11%	17%	16%	18%
$30,000 - $34,999	20%	18%	24%	20%	26%	21%	21%
$35,000 - $39,999	9%	16%	13%	25%	20%	21%	15%
$40,000 - $44,999	4%	9%	9%	15%	9%	11%	9%
$45,000 - $49,999	2%	2%	1%	4%	3%	5%	2%
$50,000 or Over	4%	2%	3%	6%	6%	11%	4%
Average Cost in $000	24.68	27.17	28.30	32.15	29.40	34.16	27.63

Average Cost Per Employee for MIDA, COLA, Mortgage Assistance and Tax Adder Payments in 1986

Table 64

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Provide	22	30	16	5	57	84	22	36	26	40	22	545
No Answer; Don't Know	11	16	8	1	37	52	12	17	14	19	12	314
Total Answering	11	14	8	4	20	32	10	19	12	21	10	231
Cost Per Employee												
None	18%	7%	0%	0%	25%	12%	30%	16%	8%	10%	10%	16%
Less Than $5,000	18%	36%	38%	50%	35%	44%	30%	58%	58%	67%	30%	44%
$5,000 - $9,999	36%	29%	25%	25%	20%	31%	20%	11%	25%	5%	40%	22%
$10,000 - $14,999	18%	14%	25%	25%	15%	6%	20%	5%	8%	10%	0%	10%
$15,000 - $19,999	0%	0%	0%	0%	5%	0%	0%	0%	0%	0%	0%	2%
$20,000 - $24,999	9%	14%	13%	0%	0%	3%	0%	5%	0%	5%	10%	4%
$25,000 or Over	0%	0%	0%	0%	0%	3%	0%	5%	0%	5%	10%	3%
Average Cost in $000	6.09	6.57	7.63	4.50	4.20	5.00	4.10	5.47	3.83	5.33	8.40	5.36

Average Cost Per Employee for MIDA, COLA, Mortgage Assistance and Tax Adder Payments in 1986

Table 64

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Provide	13	29	19	11	22	10	10	10	10	51	545
No Answer; Don't Know	8	16	12	9	13	6	8	7	8	28	314
Total Answering	5	13	7	2	9	4	2	3	2	23	231
Cost Per Employee											
None	20%	15%	14%	0%	11%	0%	50%	0%	0%	35%	16%
Less Than $5,000	40%	39%	57%	100%	67%	25%	0%	33%	100%	30%	44%
$5,000 - $9,999	20%	15%	29%	0%	22%	50%	0%	33%	0%	13%	22%
$10,000 - $14,999	20%	15%	0%	0%	0%	0%	50%	0%	0%	9%	10%
$15,000 - $19,999	0%	8%	0%	0%	0%	0%	0%	33%	0%	9%	2%
$20,000 - $24,999	0%	8%	0%	0%	0%	0%	0%	0%	0%	0%	4%
$25,000 or Over	0%	0%	0%	0%	0%	25%	0%	0%	0%	4%	3%
Average Cost in $000	3.80	6.77	2.43	3.50	2.89	13.00	5.00	8.67	1.00	5.30	5.36

Average Cost Per Employee for MIDA, COLA, Mortgage Assistance and Tax Adder Payments in 1986

Table 64

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Provide	177	108	105	87	41	22	545
No Answer; Don't Know	104	66	56	49	23	11	314
Total Answering	73	42	49	38	18	11	231
Cost Per Employee							
None	26%	7%	8%	13%	22%	9%	16%
Less Than $5,000	37%	48%	51%	39%	50%	46%	44%
$5,000 - $9,999	19%	29%	16%	24%	22%	18%	22%
$10,000 - $14,999	15%	7%	8%	11%	6%	9%	10%
$15,000 - $19,999	0%	5%	4%	3%	0%	0%	2%
$20,000 - $24,999	1%	2%	4%	8%	0%	18%	4%
$25,000 or Over	1%	2%	8%	3%	0%	0%	3%
Average Cost in $000	3.69	5.37	6.18	9.41	3.22	6.45	5.36

Type of System used for Tracking Relocation Costs

Table 65

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	0	1	0	0	0	0	1	0	0	0	0	2
Total Answering	22	41	20	5	59	89	24	44	30	40	24	604
Type of System												
Totally Computerized	59%	37%	40%	20%	29%	42%	29%	39%	47%	38%	54%	39%
Part Manual and Part Computerized	5%	7%	0%	0%	5%	3%	4%	5%	7%	13%	4%	6%
Totally Manual	32%	46%	55%	60%	53%	42%	54%	50%	37%	48%	38%	47%
Have no System to Track Costs	5%	10%	5%	20%	14%	14%	13%	7%	10%	3%	4%	9%

Type of System used for Tracking Relocation Costs

Table 65

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	2
Total Answering	15	31	20	15	24	10	11	11	12	57	604
Type of System											
Totally Computerized	53%	36%	40%	33%	33%	30%	36%	46%	33%	40%	39%
Part Manual and Part Computerized	7%	7%	10%	20%	8%	0%	0%	0%	8%	2%	6%
Totally Manual	40%	58%	40%	40%	46%	70%	64%	46%	50%	47%	47%
Have no System to Track Costs	0%	0%	10%	7%	13%	0%	0%	9%	8%	11%	9%

Type of System used for Tracking Relocation Costs

Table 65

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	0	1	0	0	0	0	2
Total Answering	209	120	114	91	41	22	604
Type of System							
Totally Computerized	27%	39%	40%	54%	68%	46%	39%
Part Manual and Part Computerized	5%	6%	4%	8%	2%	14%	6%
Totally Manual	54%	50%	52%	36%	27%	27%	47%
Have no System to Track Costs	15%	5%	5%	2%	2%	14%	9%

Whether Companies Intend to Computerize their Tracking Systems in the Next Year

Table 66

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total With Manual Systems	8	22	11	3	34	40	14	24	13	24	10	316
No Answer; Don't Know	0	2	0	0	3	5	4	3	4	5	1	43
Total Answering	8	20	11	3	31	35	10	21	9	19	9	273
Plans to Computerize												
Do Plan to Computerize	63%	55%	27%	0%	42%	40%	30%	43%	67%	58%	56%	43%
Do not Plan to Computerize	38%	45%	73%	100%	58%	60%	70%	57%	33%	42%	44%	58%

Whether Companies Intend to Computerize their Tracking Systems in the Next Year

Table 66

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total With Manual Systems	7	20	10	9	13	7	7	5	7	28	316
No Answer; Don't Know	1	3	1	4	1	0	1	1	0	4	43
Total Answering	6	17	9	5	12	7	6	4	7	24	273
Plans to Computerize											
Do Plan to Computerize	83%	35%	33%	40%	33%	43%	17%	25%	57%	29%	43%
Do not Plan to Computerize	17%	65%	67%	60%	67%	57%	83%	75%	43%	71%	58%

Whether Companies Intend to Computerize their Tracking Systems in the Next Year

Table 66

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Manual Systems	122	67	63	40	12	9	316
No Answer; Don't Know	16	12	7	4	1	2	43
Total Answering	106	55	56	36	11	7	273
Plans to Computerize							
Do Plan to Computerize	26%	44%	48%	58%	100%	71%	43%
Do not Plan to Computerize	75%	56%	52%	42%	0%	29%	58%

Companies having Group Moves in 1986

Table 67

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	1
Total Answering	22	42	20	5	59	89	25	44	30	40	24	605
Group Moves												
Did Relocate One or More Groups of Employees	41%	21%	15%	40%	12%	15%	24%	21%	30%	18%	29%	19%
Did not Relocate One or More Groups of Employees	59%	79%	85%	60%	88%	85%	76%	80%	70%	83%	71%	81%

Companies having Group Moves in 1986

Table 67

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	1	1
Total Answering	15	31	20	15	24	10	11	11	12	56	605
Group Moves											
Did Relocate One or More Groups of Employees	40%	29%	20%	27%	8%	10%	0%	0%	17%	13%	19%
Did not Relocate One or More Groups of Employees	60%	71%	80%	73%	92%	90%	100%	100%	83%	88%	81%

Companies having Group Moves in 1986

Table 67

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	0	0	0	0	1	0	1
Total Answering	209	121	114	91	40	22	605
Group Moves							
Did Relocate One or More Groups of Employees	6%	17%	19%	30%	45%	55%	19%
Did not Relocate One or More Groups of Employees	94%	83%	81%	70%	55%	46%	81%

Whether Benefit Package Offered to Employees Involved in Group Moves Differed from Regular Relocation Policy

Table 68

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total With Group Moves	9	9	3	2	7	13	6	9	9	7	7	116
No Answer; Don't Know	0	0	1	0	0	0	1	0	0	0	0	2
Total Answering	9	9	2	2	7	13	5	9	9	7	7	114
Benefit Package for Group Moves												
Same as Regular Relocation Policy	89%	89%	50%	50%	71%	54%	80%	89%	67%	57%	57%	72%
Different from Regular Relocation Policy	11%	11%	50%	50%	29%	46%	20%	11%	33%	43%	43%	28%

Whether Benefit Package Offered to Employees Involved in Group Moves Differed from Regular Relocation Policy

Table 68

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total With Group Moves	6	9	4	4	2	1	0	0	2	7	116
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	2
Total Answering	6	9	4	4	2	1	0	0	2	7	114
Benefit Package for Group Moves											
Same as Regular Relocation Policy	67%	89%	50%	100%	50%	100%	0%	0%	100%	57%	72%
Different from Regular Relocation Policy	33%	11%	50%	0%	50%	0%	0%	0%	0%	43%	28%

Whether Benefit Package Offered to Employees Involved in Group Moves Differed from Regular Relocation Policy

Table 68

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Group Moves	13	21	22	27	18	12	116
No Answer; Don't Know	0	0	0	1	1	0	2
Total Answering	13	21	22	26	17	12	114
Benefit Package for Group Moves							
Same as Regular Relocation Policy	54%	71%	77%	73%	77%	75%	72%
Different from Regular Relocation Policy	46%	29%	23%	27%	24%	25%	28%

Companies Receiving Outside Help in any Group Moves

Table 69

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total With Group Moves	9	9	3	2	7	13	6	9	9	7	7	116
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	9	9	3	2	7	13	6	9	9	7	7	116
Outside Assistance												
Site Selection	0%	11%	33%	50%	14%	8%	17%	0%	11%	14%	14%	10%
Overall Management and Planning	0%	11%	33%	50%	14%	8%	0%	11%	11%	29%	43%	16%
Employee Surveys	0%	11%	0%	0%	14%	23%	0%	11%	0%	29%	29%	10%
Employee Communication	0%	11%	33%	100%	14%	39%	17%	33%	22%	43%	29%	21%
Spouse Counseling	0%	11%	0%	50%	14%	15%	17%	11%	33%	29%	43%	17%
Cost-of-Living Data	22%	22%	0%	100%	29%	15%	17%	11%	22%	0%	57%	21%
Home Sale Assistance	44%	44%	33%	100%	43%	62%	67%	44%	78%	71%	86%	57%
Area Orientation or Homefinding	22%	22%	33%	100%	57%	46%	67%	22%	67%	57%	71%	44%
Mortgage Services	0%	33%	33%	50%	14%	23%	50%	33%	11%	29%	57%	24%
No Outside Help Received	44%	44%	67%	0%	43%	31%	33%	56%	11%	14%	14%	36%

Companies Receiving Outside Help in any Group Moves

Table 69

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total With Group Moves	6	9	4	4	2	1	0	0	2	7	116
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	6	9	4	4	2	1	0	0	2	7	116
Outside Assistance											
Site Selection	0%	0%	0%	25%	0%	0%	0%	0%	0%	14%	10%
Overall Management and Planning	17%	22%	0%	50%	0%	0%	0%	0%	0%	14%	16%
Employee Surveys	0%	0%	0%	0%	50%	0%	0%	0%	0%	14%	10%
Employee Communication	0%	11%	0%	0%	50%	0%	0%	0%	0%	14%	21%
Spouse Counseling	17%	22%	0%	25%	0%	0%	0%	0%	0%	14%	17%
Cost-of-Living Data	17%	22%	50%	25%	0%	0%	0%	0%	0%	0%	21%
Home Sale Assistance	67%	56%	25%	50%	100%	100%	0%	0%	50%	29%	57%
Area Orientation or Homefinding	33%	33%	50%	50%	100%	0%	0%	0%	50%	14%	44%
Mortgage Services	17%	11%	25%	25%	50%	0%	0%	0%	0%	14%	24%
No Outside Help Received	33%	44%	50%	25%	0%	0%	0%	0%	50%	71%	36%

Companies Receiving Outside Help in any Group Moves

Table 69

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total With Group Moves	13	21	22	27	18	12	116
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	13	21	22	27	18	12	116
Outside Assistance							
Site Selection	8%	24%	5%	0%	6%	25%	10%
Overall Management and Planning	8%	29%	9%	19%	11%	17%	16%
Employee Surveys	8%	14%	14%	11%	0%	17%	10%
Employee Communication	15%	33%	23%	15%	17%	17%	21%
Spouse Counseling	8%	29%	14%	15%	22%	17%	17%
Cost-of-Living Data	15%	33%	23%	7%	28%	25%	21%
Home Sale Assistance	46%	57%	55%	56%	67%	67%	57%
Area Orientation or Homefinding	46%	52%	41%	37%	56%	42%	44%
Mortgage Services	39%	33%	27%	26%	0%	25%	24%
No Outside Help Received	46%	33%	36%	41%	28%	25%	36%

Companies Planning Group Moves in the Future

Table 70

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	3	4	0	1	6	4	6	3	4	2	2	54
Total Answering	19	38	20	4	53	85	19	41	26	38	22	552
Plans for Group Moves												
Do Plan Group Move(s)	16%	16%	15%	0%	13%	14%	26%	12%	23%	8%	14%	15%
Do not Plan Group Move(s)	84%	84%	85%	100%	87%	86%	74%	88%	77%	92%	86%	85%

Companies Planning Group Moves in the Future

Table 70

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	4	3	3	2	1	1	0	0	2	3	54
Total Answering	11	28	17	13	23	9	11	11	10	54	552
Plans for Group Moves											
Do Plan Group Move(s)	9%	21%	29%	23%	22%	11%	9%	0%	30%	13%	15%
Do not Plan Group Move(s)	91%	79%	71%	77%	78%	89%	91%	100%	70%	87%	85%

Companies Planning Group Moves in the Future

Table 70

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	14	9	11	7	7	5	54
Total Answering	195	112	103	84	34	17	552
Plans for Group Moves							
Do Plan Group Move(s)	8%	10%	17%	19%	38%	59%	15%
Do not Plan Group Move(s)	92%	90%	84%	81%	62%	41%	85%

Companies which Offer Job Finding Assistance for Working Spouses of Transferred Employees

Table 71

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	0	0	0	0	0	0	2	0	0	0	0	4
Total Answering	22	42	20	5	59	89	23	44	30	40	24	602
Job Finding Assistance for Working Spouses												
Do Offer Assistance	27%	26%	25%	20%	24%	35%	30%	14%	23%	33%	38%	27%
Do not Offer Assis-tance	73%	74%	75%	80%	76%	65%	70%	86%	77%	68%	63%	73%

Companies which Offer Job Finding Assistance for Working Spouses of Transferred Employees

Table 71

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	0	0	0	0	0	0	1	0	1	0	4
Total Answering	15	31	20	15	24	10	10	11	11	57	602
Job Finding Assistance for Working Spouses											
Do Offer Assistance	53%	29%	30%	7%	25%	40%	0%	27%	27%	21%	27%
Do not Offer Assis-tance	47%	71%	70%	93%	75%	60%	100%	73%	73%	79%	73%

Companies which Offer Job Finding Assistance for Working Spouses of Transferred Employees

Table 71

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	2	0	1	1	0	0	4
Total Answering	207	121	113	90	41	22	602
Job Finding Assistance for Working Spouses							
Do Offer Assistance	25%	22%	27%	31%	27%	41%	27%
Do not Offer Assistance	75%	78%	73%	69%	73%	59%	73%

Type of Job Finding Assistance Offered to Working Spouses of Transferred Employees

Table 72

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Assist Working Spouses	6	11	5	1	14	31	7	6	7	13	9	162
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	6	11	5	1	14	31	7	6	7	13	9	162
Company Assistance												
Informal Counseling Sessions	50%	55%	40%	100%	43%	61%	29%	67%	71%	39%	22%	49%
Try to Find Them Job Within Company	33%	18%	0%	100%	36%	45%	14%	83%	43%	31%	33%	41%
Try to Find Them Job with Other Companies/ Suppliers	0%	55%	40%	100%	64%	68%	43%	67%	57%	54%	44%	57%
Refer Spouse to Employment Agency	67%	64%	60%	100%	57%	74%	57%	33%	43%	54%	44%	56%
Help Prepare Resumes	50%	55%	60%	0%	50%	61%	14%	50%	57%	54%	11%	51%
Pay for Formal Counseling on How to Find a Job	50%	46%	40%	100%	14%	26%	0%	17%	14%	46%	11%	27%

Type of Job Finding Assistance Offered to Working Spouses of Transferred Employees (Con't) Table 72 (Con't)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Pay Fees to Employment Agencies for Finding Job	33%	0%	0%	0%	0%	13%	14%	17%	29%	23%	22%	13%
Reimburse for Extra Job Finding Trip to Seek Employment	17%	36%	20%	0%	0%	23%	29%	33%	14%	15%	0%	18%
Pay for Resume Preparation	50%	27%	20%	0%	21%	42%	14%	33%	14%	31%	11%	31%
Other Types of Assistance	0%	0%	0%	0%	0%	3%	0%	0%	0%	0%	0%	1%
No Formal Plan for Spouse Assistance	0%	9%	20%	0%	36%	10%	43%	0%	14%	23%	44%	22%

Type of Job Finding Assistance Offered to Working Spouses of Transferred Employees

Table 72

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Assist Working Spouses	8	9	6	1	6	4	0	3	3	12	162
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	8	9	6	1	6	4	0	3	3	12	162
Company Assistance											
Informal Counseling Sessions	50%	22%	67%	0%	50%	50%	0%	67%	0%	58%	49%
Try to Find Them Job Within Company	63%	44%	83%	100%	17%	50%	0%	33%	33%	50%	41%
Try to Find Them Job with Other Companies/ Suppliers	75%	56%	100%	0%	67%	50%	0%	33%	67%	50%	57%
Refer Spouse to Employment Agency	50%	44%	67%	100%	50%	25%	0%	0%	67%	50%	56%
Help Prepare Resumes	63%	22%	67%	100%	67%	50%	0%	67%	67%	50%	51%
Pay for Formal Counseling on How to Find a Job	38%	11%	33%	100%	50%	0%	0%	33%	33%	17%	27%

Type of Job Finding Assistance Offered to Working Spouses of Transferred Employees (Con't)

Table 72 (Con't)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Pay Fees to Employment Agencies for Finding Job	25%	22%	0%	0%	0%	0%	0%	33%	0%	8%	13%
Reimburse for Extra Job Finding Trip to Seek Employment	0%	0%	17%	100%	50%	0%	0%	33%	33%	17%	18%
Pay for Resume Preparation	38%	22%	33%	100%	67%	25%	0%	33%	67%	17%	31%
Other Types of Assistance	0%	0%	17%	0%	0%	0%	0%	0%	0%	0%	1%
No Formal Plan for Spouse Assistance	25%	44%	0%	0%	33%	50%	0%	0%	33%	33%	22%

Type of Job Finding Assistance Offered to Working Spouses of Transferred Employees

Table 72

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Who Assist Working Spouses	52	27	31	28	11	9	162
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	52	27	31	28	11	9	162
Company Assistance							
Informal Counseling Sessions	52%	48%	61%	46%	27%	33%	49%
Try to Find Them Job Within Company	37%	52%	39%	32%	36%	67%	41%
Try to Find Them Job with Other Companies/ Suppliers	64%	52%	68%	54%	46%	44%	57%
Refer Spouse to Employment Agency	64%	44%	71%	43%	36%	78%	56%
Help Prepare Resumes	54%	41%	61%	43%	46%	78%	51%
Pay for Formal Counseling on How to Find a Job	23%	26%	26%	39%	9%	44%	27%

Type of Job Finding Assistance Offered to Working Spouses of Transferred Employees (Con't)

Table 72 (Con't)

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Pay Fees to Employment Agencies for Finding Job	14%	4%	10%	18%	18%	33%	13%
Reimburse for Extra Job Finding Trip to Seek Employment	14%	26%	29%	7%	9%	33%	18%
Pay for Resume Preparation	29%	22%	36%	36%	18%	56%	31%
Other Types of Assistance	0%	0%	3%	0%	0%	11%	1%
No Formal Plan for Spouse Assistance	21%	19%	19%	29%	36%	0%	22%

Number of Househunting Trips for which Companies will Reimburse

Table 73

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
No Answer; Don't Know	0	0	0	0	0	0	1	0	0	0	0	1
Total Answering	22	42	20	5	59	89	24	44	30	40	24	605
Number of House Hunting Trips												
None	0%	0%	0%	0%	0%	0%	8%	0%	0%	3%	0%	1%
One	50%	36%	20%	40%	31%	28%	29%	39%	43%	15%	54%	35%
Two	46%	50%	50%	60%	59%	46%	50%	46%	33%	45%	29%	48%
Three	0%	7%	25%	0%	7%	11%	0%	11%	10%	13%	8%	8%
Four	0%	0%	0%	0%	0%	0%	0%	0%	3%	3%	0%	0%
Five or More	0%	0%	5%	0%	0%	5%	0%	0%	3%	5%	0%	2%
Limited to Days but Not Trips	5%	0%	0%	0%	2%	5%	0%	2%	3%	10%	4%	3%
No Limit	0%	5%	0%	0%	2%	5%	4%	2%	3%	8%	4%	3%
Negotiated; Varies	0%	2%	0%	0%	0%	1%	8%	0%	0%	0%	0%	1%
Average # of Trips	1.48	1.69	2.20	1.60	1.75	1.96	1.48	1.71	1.82	2.15	1.50	1.72

Number of Househunting Trips for which Companies will Reimburse

Table 73

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	1
Total Answering	15	31	20	15	24	10	11	11	12	57	605
Number of House Hunting Trips											
None	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	1%
One	73%	39%	20%	40%	17%	40%	27%	46%	33%	47%	35%
Two	27%	52%	60%	53%	63%	40%	64%	46%	50%	42%	48%
Three	0%	3%	10%	7%	8%	20%	0%	0%	0%	9%	8%
Four	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Five or More	0%	0%	0%	0%	4%	0%	0%	0%	8%	0%	2%
Limited to Days but Not Trips	0%	0%	5%	0%	4%	0%	0%	0%	0%	0%	3%
No Limit	0%	7%	5%	0%	0%	0%	0%	0%	8%	0%	3%
Negotiated; Varies	0%	0%	0%	0%	4%	0%	9%	9%	0%	0%	1%
Average # of Trips	1.27	1.62	1.89	1.67	2.05	1.80	1.70	1.50	1.91	1.58	1.72

Number of Househunting Trips for which Companies will Reimburse

Table 73

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
No Answer; Don't Know	1	0	0	0	0	0	1
Total Answering	208	121	114	91	41	22	605
Number of House Hunting Trips							
None	2%	0%	0%	0%	0%	0%	1%
One	26%	31%	36%	41%	59%	68%	35%
Two	56%	49%	44%	47%	32%	14%	48%
Three	8%	12%	7%	4%	5%	9%	8%
Four	1%	0%	0%	1%	0%	0%	0%
Five or More	2%	1%	3%	1%	2%	0%	2%
Limited to Days but Not Trips	1%	3%	4%	1%	2%	5%	3%
No Limit	2%	3%	5%	3%	0%	5%	3%
Negotiated; Varies	2%	1%	1%	1%	0%	0%	1%
Average # of Trips	1.84	1.82	1.76	1.67	1.53	1.35	1.72

Length of Time Companies will Reimburse for Temporary Living at the New Location

Table 74

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	22	42	20	5	59	89	25	44	30	40	24	606
Don't Reimburse	0	0	0	0	1	1	2	1	0	2	0	10
Total Answering	22	42	20	5	58	88	23	43	30	38	24	596
Length of Time												
Less Than 15 Days	14%	2%	0%	0%	7%	5%	4%	2%	3%	3%	0%	6%
15 - 29 Days	0%	0%	0%	0%	0%	0%	0%	2%	0%	3%	0%	1%
30 - 44 Days	59%	45%	40%	60%	41%	49%	39%	47%	30%	34%	54%	43%
45 - 59 Days	9%	2%	10%	20%	9%	7%	4%	5%	17%	5%	0%	7%
60 - 74 Days	9%	21%	30%	20%	19%	15%	26%	21%	33%	26%	29%	22%
75 Days or More	9%	24%	10%	0%	19%	18%	17%	7%	10%	26%	4%	15%
Reasonable Time	0%	0%	0%	0%	0%	0%	0%	0%	3%	0%	4%	1%
Negotiable; Varies	0%	5%	5%	0%	3%	3%	4%	12%	3%	3%	8%	3%
Unlimited Time	0%	0%	5%	0%	2%	3%	4%	5%	0%	0%	0%	2%
Average # of Days	40.9	53.2	53.3	46.5	50.2	49.2	52.5	47.7	53.8	55.3	49.3	46.5

Length of Time Companies will Reimburse for Temporary Living at the New Location

Table 74

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	15	31	20	15	24	10	11	11	12	57	606
Don't Reimburse	0	0	0	0	0	0	1	0	0	2	10
Total Answering	15	31	20	15	24	10	10	11	12	55	596
Length of Time											
Less Than 15 Days	13%	10%	5%	7%	8%	0%	10%	9%	17%	11%	6%
15 - 29 Days	0%	0%	0%	7%	0%	0%	10%	0%	0%	4%	1%
30 - 44 Days	53%	52%	10%	33%	63%	20%	30%	64%	25%	40%	43%
45 - 59 Days	13%	7%	0%	13%	4%	10%	0%	0%	8%	11%	7%
60 - 74 Days	20%	16%	60%	7%	17%	60%	30%	18%	33%	16%	22%
75 Days or More	0%	7%	20%	27%	4%	10%	10%	9%	17%	16%	15%
Reasonable Time	0%	3%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Negotiable; Varies	0%	0%	5%	0%	0%	0%	10%	0%	0%	0%	3%
Unlimited Time	0%	7%	0%	7%	4%	0%	0%	0%	0%	2%	2%
Average # of Days	41.5	43.4	62.8	49.3	42.4	60.8	46.7	41.6	50.0	46.5	46.5

Length of Time Companies will Reimburse for Temporary Living at the New Location

Table 74

	Number of Transferred Homeowners in 1986						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 Or More	Total
Total Interviewed	209	121	114	91	41	22	606
Don't Reimburse	7	0	1	2	0	0	10
Total Answering	202	121	113	89	41	22	596
Length of Time							
Less Than 15 Days	5%	6%	4%	6%	12%	0%	6%
15 - 29 Days	2%	1%	1%	1%	0%	0%	1%
30 - 44 Days	43%	40%	43%	49%	46%	36%	43%
45 - 59 Days	5%	8%	10%	7%	2%	14%	7%
60 - 74 Days	17%	22%	25%	24%	32%	36%	22%
75 Days or More	21%	15%	14%	8%	5%	5%	15%
Reasonable Time	1%	0%	0%	1%	0%	0%	1%
Negotiable; Varies	4%	7%	1%	1%	2%	5%	3%
Unlimited Time	2%	2%	3%	3%	0%	5%	2%
Average # of Days	50.3	50.2	50.6	47.2	45.8	53.6	46.5

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